

RECORDING · THE · ELECTRICAL · ERA

VOL. XXVIII

WASHINGTON, D. C., MARCH, 1929

NO. 3



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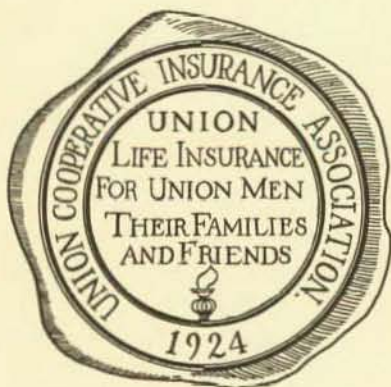
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1200 15th St., N. W., Washington,
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International Secretary, G. M. BUG-
NIAZET, 1200 15th St., N. W., Wash-
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Magazine Chat

A labor leader of long stand-
ing and wide experience stresses
some values in our Journal,
which are worth passing on.

"There is no reason why a
labor journal should not be as
interesting as any other publi-
cation, with their different de-
partments to cater to a variety
of tastes and build up a
reader following along success-
ful lines, followed by com-
mercial publications.

"The December and January
issues are very interesting. No.
One's Queen, Miss Angus, is of
more interest to me than a
dozen Queen Maries travelling
de luxe over the states and
telling what kind of talcum
powder and perfume she uses.
In fact, if the two of them were
in the same beauty contest, I
would unhesitatingly vote for
Miss Angus.

"In the Gay Nineties, labor's
role was one of poverty and
grumbling, hardy pioneer spir-
its who gave all of their spare
time for very little reward
from those they served and a
lot in the form of abuse, in-
gratitude and blacklist, from
the employers. Today our
leaders are of an inspiringly
constructive turn of mind and
hold their following by their
broad knowledge of human
nature, its aspirations for even
better things to come, and know
better than to give us 'cotton
sock' arguments in a 'sheer
silk' era. I read nearly all the
labor publications and am proud
to say that your Journal now is
the best."

What electrical workers read
is in the last analysis more
valuable to them than what
they eat. We can have just the
kind of labor movement we
want by exercising care in the
care of our minds.

There was a time when we
heard the comment that our
magazine was highbrow. We
don't hear that any more. Why?
Because our readers have very
quickly adjusted their mental
lenses to take the Journal in.
All of it. Everything is rela-
tive. But it is just as easy—
after awhile—to get pleasure
out of reading worthwhile arti-
cles as to read the trash which
most newspapers dish up daily.

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1200 15th St. N. W.

Washington, D. C.

New Home of International Brotherhood of Electrical Workers



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No. 3

New Office Home—Symbol of Union Progress

By THE APPRENTICE

DO you believe in symbols? Can you envisage America better because of the flag? Do clothes, engagement rings, union labels, mean more to you than covering for bodies, adornment for fingers, or trade marks? Are these not signs of men's characteristics, of conjugal devotion and fidelity, and of a great human movement? Is it not a fact that men live by symbols? And may not a building become a symbol of the enterprise, morale, intellectual attainment, and prosperity of a co-operative group of men?

Some such thoughts as these flash through my mind every time I see the new office home of the International Brotherhood of Electrical Workers, at 1200 15th Street N. W., Washington, D. C. More than one architectural authority in the nation's capital has declared, "It's the finest and most beautiful office building in Washington." I am glad that it is fine and I am glad that it is beautiful. Such values are worth looking after. Automobiles are being sold today because of their "classy lines." A building erected to house a great labor organization should not look like a bean factory or a road house.

Of monumental type, dignified and impressive, clothed in white limestone, eight stories high, the building would create a striking impression anywhere. It stands at the head of Fifteenth Street widened, just before that important thoroughfare crosses Massachusetts Avenue, Washington's main artery to the great West. Fifteenth Street at this point has had a great development during the last few years. The Southern Railway Building, one of the new structures of the capital, is being erected a few blocks away. Fifteenth Street is really the financial street of Washington, but the banks, bond houses and stock exchange lie closer into town. Upper Fifteenth widened, where the new office home is situated, gives space to real estate firms, bond houses, hotels, and apartment houses. It is an excellent location both for business and investment reasons.

The structure is built so that the first floor can be rented to business firms. Most of this space is already taken. The two monumental doors at the central entrances swing open upon a lobby of extreme beauty. All the steel trim is painted in subdued mixed tones, with copper predominating. Great lanterns hang from a gold tinted ceiling. Marble steps curve upward and downward.

The second and third floors are occupied by the Union Cooperative Insurance Association. The fourth and fifth are rented to tenants. The sixth, seventh and eighth floors are given over to the spacious conference rooms of the National Executive Council, to stock rooms, and to the Research

We are glad to be entering new offices. It is additional evidence of the soundness of aim and method, and material advancement of our great organization.

Department of the Brotherhood, to housing important files, and to executive offices of the union.

The structure is light and airy, fireproof throughout, and erected with great simplicity and economy. It is a model of union craftsmanship, and has been pointed to frequently during the course of construction, as a model of up-to-date building methods. During its erection, the needs of the International Office were kept strictly in mind. The greatest utilization of space has been made. The basement houses the strongest steel vault in existence—stronger than the one in the U. S. Treasury on lower Fifteenth Street.

Frequent conferences between President Noonan, Chairman Ford and Secretary Bug-

niazet, before and during the erection, have gone a long way to making this the model structure it has come to be. President Noonan's good taste, Chairman Ford's sound business judgment, and Secretary Bugniazet's untiring mastery of details and unflagging zeal have been priceless contributions to the enterprise. The moving was made week ends with virtually no loss in time by the office force.

The building was erected if not in record, in quick time. The site was purchased and ground broken early in 1928. The architect's drawings had been made with just one object in mind—to give the organization a building of monumental type—one worthy of the spirit and enterprise of the union. The site offered little difficulty because of its contour. It is a fact that the new building is never likely to be hemmed in by other structures of any type, inasmuch as it occupies a corner lot, and inasmuch as the open section toward Massachusetts Avenue is held now, and is likely to be held in future, by property devoted to semi-public interests. The narrow strip of land not devoted to the purpose, lying adjacent, can hardly be used to advantage by any incoming business interests. In fact, the site, the building, the appointments, represent preferred interest as investment and holding.

No notice of this accomplishment would be complete without a passing word of regret for leaving the Machinists' Building. During the ten years of our occupancy only the pleasantest relations existed between us and our fellow organization. The Machinists' Building is of modern type and offers excellent services. It will interest our membership to know that our former offices there are to be occupied by the Plumbers' and Steamfitters' International Office, which is moving permanently to Washington from Chicago. Inasmuch as the Steam Engineers have gone into the new Carpenters' Building on K Street, the erection of the new home for electrical workers did not create surplus space in labor buildings, but merely made room for incoming organizations.

There is much in practical service, much in economy, and much in efficiency to be gained by the new building. But we believe that it will give new impetus to our organization as a symbol of the soundness of our aims and methods and material advancement. All good things in life are accomplished through co-operation.

It is to my Mother that I owe everything. If I did not perish long ago in sin and misery, it is because of the long and faithful years in which she pleaded for me. What comparison is there between the honor I paid her and her slavery for me?—*St. Augustine.*

THE BATTLE CRY OF THE UNBEATEN

We know rough the road will be,
How heavy here the load will be,
We know about the barricades that
wait along the track;

But we have set our soul ahead
Upon a certain goal ahead,
And nothing left from hell to sky
shall ever turn us back.

We know how brief all fame must
be,

We know how crude the game
must be,

We know how soon the cheering
turns to jeering down the
block;

But there's a deeper feeling here
That Fate can't scatter reeling here
In knowing we have battled with
the final ounce in stock.

We sing of no wild glory now,
Emblazoning some story now
Of mighty charges down the field
beyond some guarded pit;

But humbler tasks befalling us
Set duties that are calling us,
And nothing left from hell to sky
shall ever make us quit.

Study of Works Council of the General Electric

By MARGARET D. MEYER, A. M., Cornell University

Introduction

THE rapid growth of works councils in the United States within the last decade presents a factor of significance to the student of the labor movement. It may be regarded as one aspect of the attempt of modern industry to arrest the spread of trade unionism.

The following account of the situation at the Schenectady Works is proposed to be a case study of how one company has been successful in its battle with trade unionism. I have attempted in my description of the circumstances leading up to the establishment of the Works Council to bring out factors which seem fundamental in the understanding of the present situation at the Schenectady Plant.

I

Conditioning Circumstances

To understand the existing situation at Schenectady it is necessary to know somewhat of conditions previous to the establishment of the present Works Council. We have here an interesting situation—a town which was strongly organized until the post war period and controlled for several years by the Socialist Party, now practically dead so far as organized labor or socialist activity is concerned. The trade unions provided the nucleus for the Socialist Party, and now that they have come defunct the party exists merely in name.

Discussing the Weather

The present labor situation is a result, no doubt, of accumulated circumstances for no less than a quarter of a century, in which there has existed more or less continual conflict between the trade unions and the General Electric Company over working conditions. For years in all but the Schenectady Plant the company has consistently attempted to follow the policy of non-union recognition, and has been, for the most part, able to accomplish it. To quote from a letter from the manager of one of the Works: "Dating back to 1901, we have refused to negotiate with representatives of any union if they call upon us. We will receive them and give them audience and welcome, and we will discuss with them baseball, crops and the weather, and anything and everything except our relations with our employees . . . in other words, we are running an open shop where anyone provided he has the requisite skill and adapts himself to our rules and regulations, may find employment, regardless of his religious, fraternal, industrial, political or other affiliations."¹

This condition existing in other plants has not only created grievances in Schenectady, but has magnified local grievances resulting in much friction. It is, then, an accumulation of circumstances, partly inherent in the local situation and partly brought about by the general policy of the company in regard to its relations with organized labor.

But in 1918 we might, perhaps, distinguish a turning point. At that time there were approximately 22,000 employees in the Schenectady Plant. The majority were shop employees belonging to the various trade unions, the delegates of which comprised

Miss Meyer at one time made her home in Schenectady. She brings, therefore, to this important study long familiarity with the workmen in the General Electric Plant and with conditions in the Company's city, as well as a thorough training under competent guidance in research work. How the company union was emphatically defeated when put to referendum, and then brought back surreptitiously to be accepted by hand-picked delegates, are only a few of the high lights in this able thesis. We publish it for its calm approach to a problem of deep significance to General Electric management as well as to the unions concerned.

the Schenectady Metal Trades Council—the central labor body representing all the metal working crafts in either the General Electric Company or the American Locomotive Company, also situated at Schenectady.²

Through the medium of the council specific grievances might become general grievances; if settlements could not be made through the unions the difficulties could be presented to the council, which would, through its grievance board consisting of one representative from each craft endeavor to adjust the matter with the management. The council felt responsible for effecting a settlement satisfactory to the men originally concerned, and would endeavor to do so even at the expense of a strike of all the crafts, sanctioned or unsanctioned by the various national or international organizations. Of course all individual grievances were not of such nature as to call for intervention of the Metal Trades Council. But where a question arose, in regard, for instance, to discharge of active union members, the council felt that the question was not only important to the men and the local originally concerned, but to all the men working in the Schenectady Plant. There was in such an instance no conflict between the interest of the Metal Trades Council and the interests of the aggrieved men in the settlement. The concern of the council was to get the men reinstated. It is usually pointed out by old union members that in such a question—in any instance in which the council undertook a settlement—the difficulty was always righted satisfactorily to the individuals concerned. This they point to with great pride—they looked upon the existence of the council as their great protective force, through which they could get whatever they were unable to get individually or through their locals. For the Metal Trades Council would on occasion declare that all the affi-

liated locals cease work until the difficulty was settled. This power was not delegated to the council by any superior authority. Taking a strike vote of the Metal Trades Council legally necessitated application for strike sanction from the Metal Trades Department of the A. F. of L., and the national and international organizations involved.³ This would bring the national officials on the scene for the purpose of settlement. But the actual settling of a grievance followed no hard and fast rule. The local might handle it alone, or through its national or international, or it might work through the council. The failure of one method might lead to another but invariably the last two methods would be used simultaneously. A strike might or might not be called at any stage. The end—which was to settle the difficulty satisfactorily to the membership—was usually secured regardless of the means employed.

The pressure of the Metal Trades Council, actual or potential, was exceedingly effective. The company did not desire a strike throughout the plant. And the men could always be relied upon to stand by the council's actions, sanctioned or unsanctioned by the nationals. The council's strike call meant an actual strike.

The policy of calling illegal strikes was not approved by the Metal Trades Department. Year after year the president of the department at the annual convention dwelled upon the inexpediency of such activities. His advice seemed, however, to have little effect upon the Schenectady leaders.

So far as I have been able to find out formal written agreements covering wages and working conditions and binding the men not to strike during a period of time were never entered into by the management and the unions. Agreements were negotiated in conference between the grievance committee of the Metal Trades Council and the manager of the works when the issues were such as to affect the whole council, i. e. hours, or a percentage wage increase throughout the plant. After the agreement had been reached in conference the manager would write a letter to the council confirming the terms agreed upon. That was usually the extent of what might be called a "written agreement."

Verbal Understandings

Some separate agreements were made with individual organizations in the council through the shop committees, elected by the men in the shop. The agreements might be in writing, but more frequently they were verbal understandings. The company never recognized local paid business agents—and say they never dealt with national officers, although it was not uncommon for such officers to come on the scene to assist the locals in negotiations.

But whatever the nature of the agreement; however formal or informal, the men never had to bind themselves not to strike.⁴ This, of course, was of prime importance. It must be remembered that the policy of the General Electric Company was not a policy of union recognition. In the other plants not even the local union men employed in the shops were allowed to nego-

² Constitution and By-laws of the Metal Trades Department of the American Federation of Labor. Article x, Section 6.

³ Conversations with former trade union officials and minutes of the Metal Trades Council. Also confirmed by officials of the Company.

¹ A letter from the manager to the writer.

² The Schenectady Metal Trades Council was affiliated with the Metal Trades Department of the A. F. of L.

tiate with the management. But in Schenectady Mr. G. E. Emmons, who was manager of the plant for many years, was of the opinion that the only adequate method of dealing with a large group of employees was through their union organizations.⁸ But whether or not he approved or disapproved of the policy of not signing agreements it was not possible for him to depart so radically from the open shop policy of the company.

It was, of course, to the interest of the A. F. of L. to spread organization throughout the unorganized General Electric plants. But the spread of organization was of much more vital concern to the Schenectady men. They felt that they were only part of the whole industry and they realized that without support from other plants they would be badly handicapped. It was the attempt on the part of the Schenectady crafts to remedy the unorganized situation throughout the company which may be likened to the spark which sets off the keg of dynamite—the dynamite having been waiting for a long time. So the Metal Trades Council took upon itself the task of stimulating organization—by working through the local Metal Trades Councils in other towns it was largely responsible for the formation of the Electrical Manufacturing Industry Labor Federation, a federation of all the crafts in all the plants, which, it was hoped, would function as an effective industrial union in fighting the General Electric Company.

Let us see what happened:

Support for Lynn

The danger that the activities of the Schenectady employees might be seriously hampered by the existence of weakly organized plants to which work from Schenectady might be transferred during a strike loomed large to the Schenectady Metal Trades Council. Especially ominous appeared this contention during the period of rising prices in which demands for higher wages were resisted by the management.⁹ Beside the opposition of the management in regard to local demands was the issue of discrimination against union men at the Lynn Plant. At a special meeting of the Metal Trades Council in July, 1918, it was moved, seconded and carried that support be given the striking organizations at Lynn, to the point of a strike in Schenectady, if necessary. It was further resolved that the secretary of the council "write to all the electrical plants for organization purposes."¹⁰ The "organization purposes" meant an amalgamation of such organizations as already existed into some sort of industrial federation.

The "Erie Convention," therefore, which was held in November, 1918, for the purpose of forming "one big union" of all the employees in the General Electric plants at Lynn, Erie, Pittsfield, Fort Wayne and Sche-

nectady, was well attended by the Schenectady representatives. Out of a total of 60 delegates 25 were from Schenectady.¹¹

The delegates got together after much difficulty,¹² and succeeded in forming the Electrical Manufacturing Industry Labor Federation. This was really an industrial organization which, the unions felt, would aid materially in coping with the company. It

would then be impossible for the management to intimidate the employees or to defeat the aims of the organized workers in any one of its plants by pitting those of the other plants against them; it would be impossible in case of a strike to shift work or supplies from one plant to another. The men felt that benefits secured in one plant would be enjoyed throughout the industry and that this was a big step forward for the Metal Trades.¹³

Perhaps in the minds of the union leaders proper strategy called for a show of strength at the first opportunity, or at least it called for assurance that the new federation was really formed for a purpose. The opportunity came within a month after its organization, when because of discrimination against union employees by the management at Erie, support was given the 1,000 Erie strikers by Pittsfield, Fort Wayne and Schenectady.¹⁴ In Schenectady the men were eager to strike for there men were also being laid off.¹⁵ Again the trouble was not alone one of sympathy, but a combination of sympathetic and local grievances. In Schenectady "it was the cleanest cleanup of the local works that had ever been made in all history."¹⁶ And, "it was the first time that the shop employees had been joined by the office clerks."¹⁷

Rockefeller Union Feared

The right to organize was said to be the primary issue. The strike reports state that an attempt was being made by the Erie management to impose upon the employees the so-called Rockefeller union organized by the company and not by the workers. To further this plan the management was said to have laid off between 20 and 30 active union men. And more infuriating to the Schenectady men, it was reported that notices had been posted throughout the plant that the Schenectady organizations had voted not to strike.¹⁸

The men wanted the War Labor Board to handle the case. Their own experience with the board had been favorable and they felt that as in the case at Lynn the discharged men would be reinstated.¹⁹ But they failed to consider this possibility of handling the difficulty before the walkout occurred. And of course the strike spoiled their chances. The War Labor Board very definitely had said that no case would be considered in which the men had gone on strike.²⁰

Of course the men had to go back to work. The strike was unsanctioned; they would have re-



CHARLES PROTEUS STEINMETZ

1865—1923

Leading Engineer and Inventor of the General Electric Corporation, a Social Philosopher of Note.

Steinmetz said:

"Is it not the feeling underlying in the minds of the men that the labor union is recognized as an employees' association, even by those outside of the union, while the other organizations are considered as 'associations of employees by the employers' and as such do not receive the same interest and confidence; and when choosing officers for the latter organizations such men are chosen as the members believe the corporation would like to see chosen?"

"If an efficient co-operative government is to be built up from the industrial corporations, the industrial corporation must first become united within itself—that is, the indifference and antagonism within the corporation must be overcome, and the same co-operative feeling brought about between the shop force and the administration which exists and always has existed in most corporations between the office force and the administration. That is, the welfare of the corporation must be made just as much to the interest of the shop force as it is to the interest of the office force."

⁸ Citizen, December 6, 1918, page 1.

⁹ The "difficulty" as related by the Citizen is very interesting. The ban on holding public meetings due to the influenza epidemic had been removed two weeks previous to the meeting of the delegates at Erie. But on hearing of the meeting the "officials of the company were immediately concerned over the welfare of the people of Erie." They appealed to the Board of Health but received no satisfaction. They then communicated with the State Health Commissioner who, it is said, over long distance telephone ordered the ban renewed. The meeting adjourned to Dunkirk. The mayor of Erie, however, secured an injunction stopping the imposition of the ban and invited the delegates to return to Erie. Citizen, December 6, 1918, page 1.

¹⁰ Citizen, December 20, 1918, page 1.

¹¹ Minutes of the Schenectady Metal Trades Council.

¹² Citizen, December 6, 1918, page 1.

¹³ Citizen, December 6, 1918, page 1.

¹⁴ The clerks had just been organized before the strike, according to the minutes of the Metal Trades Council.

¹⁵ Citizen, December 20, 1918, page 1.

¹⁶ Report of the secretary of the National War Labor Board to the Secretary of Labor, May 31, 1919, page 53.

¹⁷ Report of the secretary of the National War Labor Board to the Secretary of Labor, May 31, 1919, page 5 and page 52. "The board has repeatedly refused to entertain complaints while the complaining employees were on strike."

¹⁸ Conversation with Mr. Emmons.

¹⁹ The demand in May, 1918, for a 25 per cent wage increase and the 44-hour week could not be settled locally and was finally settled by the War Labor Board.

²⁰ Minutes of the Schenectady Metal Trades Council.

received no strike benefits from the nationals and the fear of expulsion was not entirely to be ignored. The officials of most of the nationals came on the scene. Feeling among the majority of them was that the locals had definitely overstepped their bounds.

Obviously such activities as these did not accomplish much more than the creation of unfavorable reactions on the part of the management. Although the unions were not to be condemned for getting excited over the issue of discrimination and collective bargaining, it is almost impossible to refrain from criticising the leadership in such a strike as extremely unfortunate. The desired end which was not accomplished through the strike could have been accomplished peaceably through the War Labor Board.

¹ During the summer of 1920 another strike occurred which was partly sympathetic. But this one was called from above—by the International organization and not by the Schenectady Local. The molders at Schenectady and Lynn were called out in support of the molders at Erie who were again denied union recognition.¹⁸ At first we are apt to condemn such strategy as foolish in light of the knowledge of the outcome of the strike. But let us refrain from this so far as we can and see what the issue meant to the Schenectady men.

Refused Negotiations

The effort was still being made at Erie to establish a functioning company union—an organization of employees within the plant for the purpose of meeting with the management for discussion of conditions of employment. This, we must remember, was the difficulty which caused the strike back in 1918. And in 1920 the manager refused to meet the Molders' Union committee on the grounds that he would deal with no committee which was not elected under the Works Plan.¹⁹

The issue, of course, was a real one, and one vital to the Schenectady employees. It was actually Trade Unionism vs. Company Unionism and in a very real sense had the Schenectady men continued to work, they would have been aiding the company in the establishment of a company union.

To quote from the International Molders Journal: "So far as our members in the Erie, Schenectady and Lynn plants are concerned they chose, as free men, to remain members of the International Molders Union and to refuse to surrender their rights to select from their own number employed in the plant, and the men whom they desired to represent them, both as employees of the company and as members of the union of their craft." "Only the addle pated, the simple minded and the uninformed fail to understand the purpose of the so-called Rockefeller plan, the Works plan, or any other kind of plan by which the employer, thinking of his own interests, devises and enforces the form of organization among the employees which is to exist in the establishment, and formulates the rules and regulations under which this organization of employees is to function."²⁰

"The Rockefeller plan would build up an impossible barrier around each mine, each

plant, shutting off the employees from all connections and all assistance which they could secure from those employed in the same industry in other establishments." "It leaves the employers, however, free, after making the laws and the rules and regulations which are to be carried out by their employees, to enjoy all the advantages which come to them from their membership in the Chamber of Commerce, National and International Associations of Employers."²¹

The strike was not officially called off by the molders until May, 1921, 50 weeks after the men had gone out. During the winter several attempts had been made by the local to arrange a meeting with the management for the purpose of discussing a basis of settlement. But the proposals for negotiations were refused.²² In fact, as in the case of the shopmen's strike of 1922 the nature of the situation became more and more that of a lockout for the purpose of defeating the union as a functioning organization.

Penalties Exacted

The position of the union in such a situation was hopeless. The strike benefits were depleted in April. There was nothing else to do but officially call off the strike and apply at the plant for work. But at this time work was not plentiful; lay-offs were frequent throughout the plant as the amount of unemployment in Schenectady, as in most industrial centers, was large.²³ Mr. John P. Frey states that none of the striking molders were re-employed until they had dropped their union membership.²⁴

The importance of the defeat of the molders can scarcely be over emphasized. It meant more than the loss of the molders' organization; it was the prime factor in the destruction of nearly all the Metal Trades unions in Schenectady.²⁵ The experience of the molders was certainly not conducive to faith in trade union organization during a period of depression; nor to faith in the expediency of adhering to an organization when it was known that the management was laying men off constantly, and picking first those who gave evidence of union activity. It was a case of a job or union support.

It was generally felt that the plant was filled with spies and stool pigeons and that the "honest man dare not call his soul his own."²⁶ How true this is I do not know. And it does not particularly matter. True or untrue, it merely indicates the attitudes of the men and helps to interpret the lack of interest in trade unionism which is characteristic of the present situation in Schenectady.²⁷ The men were suspicious of their own shadows. That many active men were laid off and not re-employed there seems to be little doubt. But of course discrimination is never adaptable to proof. From the

¹⁸ Ibid.

¹⁹ Citizen, May 20, 1921, Page 1, and minutes of the Metal Trades Council.

²⁰ During the year 1921 the value of orders received by the General Electric Company amounted to \$179,722,000 as compared with \$318,470,438 for 1920. This includes all the plants. (The Thirtieth Annual Report of the General Electric Company, December 31, 1921, page 3.)

²¹ A letter to the writer from Mr. Frey.

²² The Pattern Makers and the Plumbers and Steam Fitters are the only two of the Metal Trades unions which have been able to maintain their organizations and are at the present time functioning in the plant. The Pattern Makers are highly skilled and therefore difficult to replace. The Steam Fitters are strongly organized on the outside—in the building trades particularly—and pretty well control the labor supply. Both these unions realize, however, that little can be done now besides maintain what they already have gained.

²³ Citizen, February 11, 1921, p. 1.

²⁴ Union dues were increased during the period of rising prices which was another contributing factor discouraging union support.

standpoint of the company, of course, it never happens—yet from the standpoint of the men an active man can never be laid off for any other reason than that of his union activity.

To summarize briefly the situation which I have tried to describe—we start in 1918, with strong union organizations, exerting much influence through their central body, the Schenectady Metal Trades Council, over working conditions within the Schenectady Plant; an attempt on the part of the organizations to spread their influence over all the General Electric Plants; and evidence on the part of the company of the desire to displace union activity by the establishment of Works Councils at Lynn, Erie and Pittsfield.

This challenge of the principle of collective bargaining brought active opposition from the Schenectady men. Due to the determination of the management together with the turn in the business cycle the destruction of nearly all the metal trades unions in Schenectady was brought about.

The unions were not completely destroyed, however, when the management made the first attempt to establish the Works Council.

II

The Industrial Representation Plan

From the point of view of the management the time for launching a system of employee representation was, of course, one in which it was impossible for the unions to offer sufficient opposition to cause serious trouble. It looked as if the winter of 1921 and 1922, was an opportune time. Business was anything but good, men were continually being laid off; and the management had not held out in its policy toward the molders for nothing. It was determined that Schenectady should eventually follow in the footsteps of Erie, Lynn and Pittsfield. So, in December, 1921, the local management went about to draft an employee representation plan.

On the thirteenth of December, Mr. Emmons, then vice president of the company, through the local manager who was at that time Mr. Erben, met with 15 employees selected by the foremen in the various departments for the purpose of discussing the new project. "The Industrial Representation Plan—as I view it," said Mr. Emmons, "Provides a means of communication and contact between the management and the employees on all matters pertaining to industrial relations; it gives the employees a voice in matters pertaining to their employment and working conditions, and affords an effective procedure for the settlement of all matters requiring adjustment." "Furthermore, there shall be no discrimination on the part of the employees or the management with respect to creed, society, fraternity, political affiliations or labor organizations."¹

Depressed Conditions

The committee, composed of employees selected for Mr. Emmons by the foremen, voted in favor of giving the matter further consideration.² The delegates were, of course, picked with the idea of maintaining control of the active union members. These men could do nothing else at a time like the winter of 1921, but accept the offer to serve on the committee and proceed with the plans.³

¹ Schenectady Works News (House Organ of the Schenectady Plant), January 6, 1922, page 2.

² Ibid. and conversation with a councilman.

³ An interesting account of the workings of this committee appeared in Labor Age, July, 1927.

¹⁸ Citizen, June 4, 1920, page 1. International Molders Journal, vol. 56, No. 7 (July, 1920), page 538. For years various organizations at Schenectady and also the Metal Trades Council had tried to build up strong organizations at Erie. Just before the layoff there had been an attempt of this kind on the part of the Molders. (Correspondence with employee.) The trouble at Erie was again not the sole cause of the Schenectady indignation.

¹⁹ International Molders Journal, vol. 56, No. 7, page 539.

²⁰ Supra, vol. 56, No. 9 (September, 1920), page 687.

But the Metal Trades Council at its December meeting voted unanimously "to have nothing to do with the General Electric Company's so-called American Plan of Control." A visiting machinist from Boston testified that the situation at Lynn was the "most deplorable of any plant in the New England States." He testified that in the case of one grievance six weeks elapsed before a settlement could be reached, another took three months, and the men involved were idle during these periods.⁴ National officials spoke before the council, literature condemning company unionism was circulated, all in preparation for the vote of the employees in regard to the adoption of the plan.⁵

In the meantime, however, the draft of the Industrial Representation Plan was progressing, and by February 24, 1922, it was ready for the referendum vote.

In its final form the plan was a rather elaborate affair for the settlement of grievances. There were many joint committees of eight members representing equally the employees and the management, and a section joint committee for each of the twelve sections into which the plant was divided. Grievances were supposed to go first to the foreman and if not settled satisfactorily by him they could be taken to the section committee. If the employee was not satisfied with the decision of the committee and the decision was not unanimous he could appeal to the superintendent. From his decision appeal could be made to the general joint committee, and, again if the decision was unsatisfactory and not unanimous the employee could appeal to the manager whose decision was final.⁶

Plan Voted Down

The committees were to be elected by referendum vote. But this elaborate system never had a chance to prove its worth. The delegates soon found that the employees in their departments highly disapproved of such a plan and they knew at the referendum vote that it would be defeated. It was therefore suggested to the manager by the delegates that the plan be voted on not as a permanent plan but for a trial period of one year. This was emphatically refused.⁷ The referendum vote was taken by secret ballot and the results showed that 3,549 employees voted in favor of the plan while 5,704 voted against it. All employees were eligible to vote except executives, foremen, assistant foremen, draftsmen, apprentices, student engineers, clerks and supervisors. There was only one section in the plant which voted in favor of the plan. The results in this section were 204 in favor, 194 opposed.⁸

III

The Establishment of the Works Council

The Industrial Representation Plan never again became an issue. It was, however, replaced by another form of employee representation which, despite its actual effectiveness or ineffectiveness, was not designed to accomplish anything that was of a vital nature to the men. It was not even designed to handle grievances.

By 1924 there had been a change in the local management. Mr. C. E. Eveleth had succeeded Mr. H. F. T. Erben as works man-

ager. It was the policy of the new manager "to know his men." As he walked through the plant he would frequently stop to converse with certain individuals and before long he had caused a number to be interested in the establishment of a council—some sort of forum through which the management and the men might get together and exchange opinions.

Mr. Eveleth knew better than to put the new plan to a referendum vote. Although the unions were not at this time strong enough to offer much actual opposition he well realized that a vote by a secret ballot would put the idea to the same fate as that of the Industrial Representation Plan two years previous.

New Plan Never Submitted

What he did was merely to announce in the Works News that on March 28, 1924, delegates would be elected by the employees. Those who received the largest number of votes would meet with the manager and the assistant manager for the purpose of drafting a plan or constitution for a permanent Works Council. Each employee was to receive with his pay check a ballot containing the number from his branch to be elected.⁹

The object of this project, according to Mr. Eveleth, was "to give employees and management opportunity to discuss works policies, to get expressions of opinions from the councilmen regarding changes which may be under contemplation, and to afford the employees an opportunity to bring up any questions they desire regarding general business or working conditions at Schenectady." * * * "Such a council should create mutual understanding; the employees will appreciate more fully the problems of management and the management will appreciate more fully the point of view of the employees. It will be, as its name implies, a plan where employees and management may take counsel together and exchange viewpoints."¹⁰

Hand-Picked Voters

In conversation with the Director of Industrial Relations at Schenectady I was told that in contrast to the attitude toward the Industrial Representation Plan of 1922, was the "almost unanimous" vote in favor of the plan as put forth by Mr. Eveleth two years later. This appeared to me a little strange. An attitude of indifference would not have surprised me, but I felt that a situation in which employees were to vote by secret ballot either for or against a council form of organization would result in defeat as in 1922. It seemed incredible that the talks between the manager and the men could have convinced an overwhelming majority to vote for such a plan.

But on investigation I found that the "almost unanimous" vote meant the vote of the elected delegates to adopt a Works Council Plan.¹¹ This did not surprise me.

At the meeting of the delegates Mr. Eveleth put forth his ideas as to the kind of organization he wished to establish. It should be as simple as possible, he maintained, and only for the consideration of matters of a general interest, such as, perhaps, old age pensions and group insurance. It would be impractical, he said, to consider individual or local questions.¹²

Although the scope of the actual Works Council has never been enlarged beyond the consideration of questions of a general

nature the employee and the foreman have been given the privilege of taking any grievance which may arise to their representatives on the council. The councilmen may accompany the aggrieved employee and assist him in presenting his case to the foreman, the superintendent, as the importance of the case should warrant.¹³ But more of this in part five.

Plan Foist Innocuous

That the plan was primarily established to function in ways other than in an adjustment capacity for individual grievances is significant. Before the end of the union regime the individual grievance was the germ which bred a large part of the conflict. The method of handling these grievances constituted a powerful weapon in the hands of the men. A 100 per cent strike throughout the works could, without a great deal of difficulty, be called if the company consistently refused to concede.

To replace this method of control with one in which final decision should reside with a company executive and leave the men no redress would have been heresy of the worst kind. This was evidenced by the outcome of the plan in 1922.

To the men the new Works Council was such a negative affair that there was little use in offering what little resistance they might have been able to muster together. And this Mr. Eveleth very well understood.

IV

An Analysis of Some of the Activities of the Works Council

It must be remembered that the purpose for which the council was finally established in 1924, was not a pretentious one. It was established for the purpose of "getting together," "to exchange viewpoints," and "to facilitate understanding." A vote was not to be taken in order to settle a question which might arise for discussion, but merely for the expression of an "employee opinion."

We have, then, to begin with, these informal monthly meetings¹⁴ of approximately 130 councilmen, who are elected annually from various districts throughout the works, and the manager, assisted by the assistant manager and the general superintendent and the assistant to the manager. The manager presides. He usually opens the meeting by a review of business in general throughout the plant, with special reference to particular departments in which there is expected to be a decline in production. The councilmen are thus prepared to inform their departments so that resulting lay-offs will be understood to be not discrimination against individual em-

⁴ Schenectady Works News, November 21, 1924, page 4.

⁵ Reports of the meetings appear each month in the Schenectady Works News, the official organ of the Plant. These reports are really the minutes of the meetings which have been written by the editor of the Works News and approved by the editing committee, one of the standing committees elected by the council. That the committee finds it difficult to include more than the editor seems willing to print, however, has been told me by one of the members of the committee. The committee's approval, therefore, is mostly a matter of form. So although these reports do not contain, by any means, all that goes on in the meetings we can glean some ideas regarding the nature of the council's activities. As much as possible interpretations will be complemented by what I have been able to gain through contacts with employees, particularly councilmen, and what I gain from a survey of the minutes of the meetings in the manager's office. The existence of these minutes is not generally known.

(Continued on page 165)

⁶ Citizen, December 23, 1921, page 1.

⁷ Minutes of the Schenectady Metal Trades Council.

⁸ Schenectady Works News, February 17, 1922, page 2.

⁹ Conversation with a councilman.

¹⁰ Schenectady Works News, March 3, 1922, pages 1 and 3.

¹¹ Schenectady Works News, March 21, 1924, page 5.

¹² Schenectady Works News, March 21, 1924, page 4.

¹³ Schenectady Works News, April 18, 1924, page 4.

¹⁴ Schenectady Works News, April 18, 1924, page 4.

Soberer Era Sighted As Interest Rates Rise

WORKERS established the union as a form of protection against economic changes over which they have no control. Chief of these are business depressions wrought by undirected forces in and out of the nation. The union as a shock absorber, is a kind of trust or pool, not unlike a business trust; and as such it has greatly widened its service to its members. Pensions are a form of protection against the onslaughts of old age. Insurance is a protection against death. Collective bargaining is insurance against employers' whims, price fluctuations and changes in the cost of living. These benefits of collective effort are invaluable to the individual worker, and likely return him greater profit than he ever realizes.

During the last five or seven years of relative prosperity, the question has often risen, do the workers need the union any longer? Here the point of view gratuitously expressed has been that the business cycle has been eliminated, depressions permanently avoided, and prosperity brought to stay. Continuously through these columns, we have warned against these sanguine views. We have declared that there was no evidence that the business cycle had been permanently wiped out, flattened down, and that business had been brought permanently to a high level of good times.

We can now point out with a good deal of confidence, that there is evidence that we are already due for, or are already on the fringe of a business recession. And we can confidently assert that those workers, who have clung to their union, during these inflated times, will not be sorry now that business slackens.

May Hit Construction

As in most cases of slowing down it is likely that the recession will hit construction first, and of course anything that strikes at the building industry strikes at business in general, inasmuch as building stimulates other industries. Building, more than most industries, needs ready money, thrives on easy credit and is stimulated by prosperity. "Nothing succeeds like success" is a proverb that holds good always for construction. Building has leaped to a seven billion dollar level in part because money has been easy, credit friendly, and the times favorable.

Last fall the Building Trades Department of the American Federation of Labor took steps to oppose the orgy of stock gambling on Wall Street. The position of the building trades at that time, was that bootleg loans, from private sources, which represented about 40 per cent of money used for speculative purposes on the Street were being drawn off from legitimate investment, and removed from productive work. The building trades wanted this carnival of gambling halted. To halt it, it was necessary for the Federal Reserve Board to threaten reprisals, and to raise interest rates. This action had at once an adverse effect on credit, and checked construction efforts. There was a decline of five per cent in building contracts awarded in January, 1929, as compared with January, 1928.

Some authorities hold that this decline, and this recession is temporary. They believe that the stock collapse of February represented only a readjustment, timed to bow Mr. Coolidge's administration out, with a necessary slump, destined to recover with vim, in order to usher Mr. Hoover's administration in. We hope that this view is the true one.

On the other hand, according to such business sages as Leonard P. Ayres of Cleveland, we are in for soberer eras. Our financial play time is over. Our fool's Paradise has collapsed. Ayres told the Bankers' Association at Atlantic City last fall that 1929 would see a serious readjustment. Ayres' reasoning is plausible.

Gold Export Grows

We operate on credit under a gold standard. Credit depends on the amount of gold on hand. Since 1914 the United States has amassed the bulk of the gold of the world. With this gold in our vaults, we have sailed through an era of unprecedentedly easy money. But the year 1928 saw \$500,000,000 of gold exported to foreign countries. Whether this gold flowed automatically to foreign lands, or whether it was deliberately sent there to help crippled nations to recover, in order to enable them to pay their war debts to our international bankers, has not been determined.

Now it is a demonstrable fact that for every dollar in gold in our vaults, \$10 of credit is made available for investment purposes. If the United States is poorer in gold in 1929 than in 1928 by one-half billion dollars, it is very much poorer in credit, namely about five billion dollars. If credit facilities in the United States have shrunk five billion dollars in 1928, business can't be so good in 1929 as in 1928. This is the reasoning of Mr. Ayres.

What only time can determine is the amount of slackening in business that the gold exportation will accomplish. Perhaps it will serve only as a vigorous reminder, a headache so to speak after a long-time spree. Perhaps there will be enough stringency to curb gambling, and not enough to hurt legitimate business. However that may be, it looks as if the United States will sober up.

Labor can well afford to watch with a sharp eye future developments. There is no more important matter on the economic horizon than the relation of the Federal Reserve System to prosperity. The U. S. Senate has made this matter subject of a long discussion. At that time Senator Caraway said:

Congress Is Aroused

"I would, however, be very loath to see lodged in a bureau of this Government, whether the Federal Reserve Board or any other bureau, the right to say when speculation should be considered legitimate and when illegitimate. If that power be given to the Federal Reserve Board or to any other instrumentality of government, it will hold the credit of this country in the hollow of its hand. Everybody who does business will do it subject to their consent. It would make possible at any time a combination to destroy the entire credit of the country.

"I think the law ought to provide what may and what may not be done, and then the enforcement of that law will, of itself, check the evil complained of. I should very much dislike to see a license given to gambling, but to provide that whenever gambling does not please a certain board, whether it be the Federal Reserve Board or any other Government instrumentality, it may stop it, would be bestowing a dangerous power. Whether it were used for a sinister purpose or not, people in the market who were destroyed by the order would always believe the action was taken at the request of a combination of people who were on the other side of the market. Indeed,

the opportunity for abuse would be so great that such power ought not to be lodged in anybody's hands.

"Hundreds and hundreds of millions of dollars, in fact, billions of dollars, would rest upon the permission or the refusal of permission of such a body to proceed with a market that it might decide was speculative. I say, the law should fix what is and what is not legitimate speculation, and not lodge the control in any board and give it the right to say 'This is legitimate and that is not legitimate,' because no living man would know when such a body was going to say speculation was legitimate and when it was illegitimate, and therefore, there could be no security in any business. I hope there is no intention of trying to lodge such authority by future legislation aimed at by this resolution."

At that time Senator Glass said:

"As has been suggested by the Senator from Kentucky, the great corporations of the country have acquired the habit of throwing their surplus funds into the vortex of stock speculation, instead of distributing them among their stockholders in the nature of dividends, and individuals are doing the same thing. Member banks of the system have manipulated their deposit accounts so as to transfer from the demand deposit account requiring a reserve of seven per cent, to the time deposit account, requiring a reserve of only three per cent, transferring from one to the other, and thereby releasing enormous funds of the banks to be thrown into the maelstrom of stock speculation.

"To show how utterly unwilling some banks are to desist from this practice, when I presented a bill there last week to restore the reserve behind-time deposits to the figure which obtained in the original set-up of the Federal reserve system, banks all over the country began to write me letters of protest. That alone would withhold from these speculative activities at least \$300,000,000; but some of the banks are not willing to desist."

Movie to Teach French

The newest method of painless education has been devised in Germany for learning languages by aid of the movies. German motion picture concerns now make cartoon films, it is reported, by looking at which one can absorb French or English almost automatically, without worrying over grammar or spelling or the vagaries of irregular verbs. The new language films are available for home motion-picture outfits, so that the family can sit down comfortably in the evening and take its French lesson all together. The films show, for example, the adventures of an ordinary German couple on a trip to Paris, for the French films, or to London or Edinburgh for the English ones. At the frontier there are the usual difficulties with the customs. In the foreign city the German Herr and Frau encounter all of the amusing troubles common to travellers whose knowledge of languages is insufficient. Meanwhile titles between the scenes and words or phrases inserted on the scenes themselves provide the corresponding foreign-language words and explain how these are pronounced and used. The whole might be described as a travellers' phrase book come to life, or at least to cartoon animation. It is planned to apply the same idea to the talking motion pictures, which will pronounce the foreign phrases as the scenes unroll.

The Case for Employer Violence—Substantive Record

Based on Original Documents Prepared and Issued by the American Plan Open Shop Conference, an Organization of Anti-Union Firms, Corporations and Employers Operating Throughout the United States

DURING a sweeping campaign against union labor in the city of St. Paul several years ago, prosecuted by the Citizens' Alliance, one of the co-operators in the American Plan Open Shop Conference, now under consideration, a far-reaching incident occurred. One night the principal of the leading high school was waylaid in his garage by two thugs, beaten within an inch of his life, and left mangled and bruised on the garage floor. The outrage aroused the whole community. Court proceedings were instituted, and these facts came to light. The assault was made by two thugs employed by the open shop Citizens' Alliance. The attack upon the school teacher was an error, and was intended for a labor leader who lived next door, who used an adjacent garage. The community was incensed at the outrage, and a decision was secured against the mercenaries of the open shop. They were lodged in a cell at the state prison. However, the open shop employers who instigated the attack were not apprehended or punished.

This concrete incident finds documentary and abstract support in the statement of the methods, aims, practices and ideals of the "Ninth Semi-Annual American Plan Open Shop Conference," a manual of the tenets of anti-union employers and organizations, which has come to the files of this JOURNAL. Students of industry will find that this record of the tactics and strategy of the open shop group of employers is indispensable to an understanding of an industrial era rapidly drawing to a close. In our first article, the open shop employers have been judged pre-industrial survivals. They are revealed as industrial forces, not only irrationally opposing responsible labor organizations, but sharply reacting to the newer trends of thought and activity among employers themselves. They are shown as substituting passion for reason; prejudice for intelligence; and scheming for scientific method. In this, the second chapter in this industrial chronicle, additional evidence is adduced to show that the open shop group have deliberately put themselves outside that cordon of custom and law, which is the industrial community's greatest protection.

The first chapter related a story of coercion in the building industry. When contractors wish to resist the open shop organization, and deal with unions, they are to be forced into line by control of credit. "Financial and business interests should be brought to the point that they will confine their awards to open shop contractors." We now come to Sections, IV, V, VI and X of this amazing document, namely:

"IV. How to Keep an Open Shop Community Open.

"V. Converting a Closed Shop Neighborhood into an Open Shop Town.

"VI. Putting Your Community Into the Open Shop Ranks.

"X. Presenting the Open Shop."

The open shop leaders think and write in terms of battle.

"Select your own battleground as a first trial of strength."

"Marshal your forces ready for the contest."

A ruthless policy is to be adopted from the start.

"When problems arise they must be handled intelligently and courageously; there must be no temporizing, no attempt to escape an unpleasant situation.

The second of a series of four articles revealing the secret tactics, aims and ideals of the open shop group in America. This series is based on the authentic, intercepted papers of the open shop organization, and as such has historical significance. This is the first time in industrial history that the open shop group has been allowed to explain its anti-social tactics.

"Initiative should be taken by the association to change industry after industry from closed to open shop conditions. It should not await the pleasure of the employers or the groups who have continued to submit to closed shop conditions.

"Bear in mind the timidity of the average employer."

Large funds are to be amassed.

"A sufficient treasury should be available to meet all emergencies.

"Business men must exhibit a liberality with their time and money to be utilized for the education of the public in industrial problems."

In the light of the historical fact that thugs, gunmen, spies and agents provocateur have been employed by open shop agencies in every city and district where the open shop seeks dominancy the following simple statement startles with its possible double meaning:

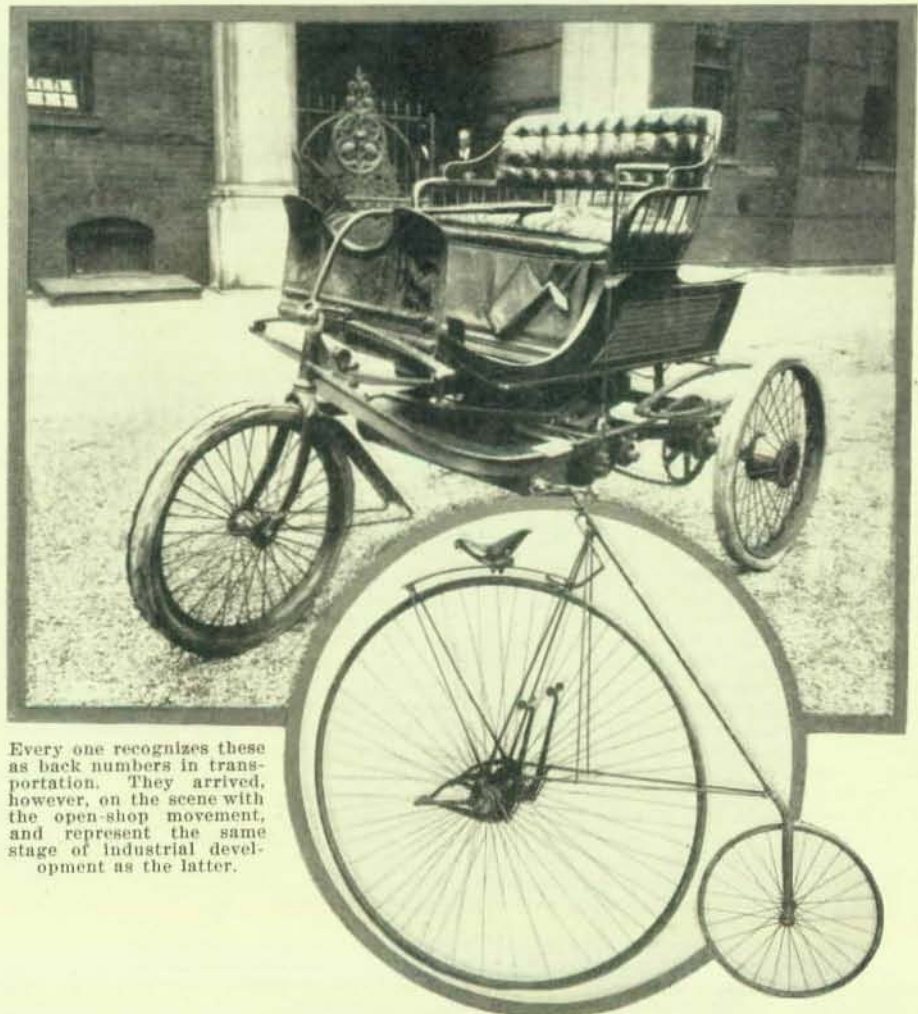
"See that you are properly equipped; that you have studied carefully the mental processes and strength of the other side.

"You may depend upon it that they will always commit the overt act sufficient to arouse the indignation of the community."

Here then is the *sine qua non* of certain victory. The overt act that always occurs. If, however, strikers are peaceful; if they stay in their homes—still the open shop war committee may depend upon it, that the overt act will always be committed. And if, strikers possibly omitted the overt act, is it not possible that the stage manager of the open shop forces could supply the deficiency?

This doctrine of force is to be carried into every section of the community. Open shop partisans are to be placed in city councils,

(Continued on page 165)



Every one recognizes these as back numbers in transportation. They arrived, however, on the scene with the open-shop movement, and represent the same stage of industrial development as the latter.

Now At Last, A Workerless Factory Is Initiated

"WE Build a Plant to Run Without Men," is the leading article in the February "Magazine of Business." The article is the work of L. R. Smith, president of the A. O. Smith Corporation, a builder of automobile bodies. It is described as the "underlying philosophy of an epochal achievement in the mechanization of production that took five years to accomplish and cost \$8,000,000 to plan and erect."

Though the enterprise is later described by Mr. Smith as the story of a failure—its import to every sincere student of industry, every executive and every worker can not be doubted. Though whole sections of the huge plant now operate automatically—without men—the plant still employs 120 men. But these 120 men are building 8,000 frames a day; through mechanism this working force was cut 33 per cent, from 180 to 120 men. The salient facts which emerge from this experiment are these:

Engineers have set a completely mechanized, workerless industry as their goal.

Whole departments of the A. O. Smith Corporation are workerless.

Inexperienced men were trained in three weeks to operate the plant.

It has now been 12 months since the ELECTRICAL WORKERS' JOURNAL began its agitation for a consideration of mechanization of industry in its bearing on employment, and the lives of the workers. At that time there were only a few voices being heard. Now the chorus is general. At that time the ELECTRICAL WORKERS JOURNAL was accused of being sentimental, and of manifesting an irrational aversion to machinery. We denied these allegations, but we did say then, and we assert with more vigor today, that unless mechanization is controlled in favor of the worker, and the consumer, it will usher in difficulties little short of insurmountable. First the time-saving machine. Then the automatic machine. Then the automatic department. And, finally, the completely mechanized, workerless factory.

Mr. Smith relates:

"Speaking of difficulties, take the point of final assembly. It is called upon to set 1,000,000 rivets a day. Think of the opportunities for failure in that one spot! And think, after overcoming every obstacle there, of going back along the line to the comparatively simple task of devising a way of lifting a side-rail from the first to the second station without calling on cradle and the overhead crane!

"Think, too, in this connection, of completing an observation platform which we started through the plant so that one would not require even a guide while visiting it!

"A frame plant without men! Can it be done? Yes, figuratively. And even literally we can say now that we surpassed our objective. And more:

"We will never forget two incidents, early in our production days, which are significant. The first is that moment when it became necessary for me or an associate to throw on the power. Both of us were stalling, one waiting for the other. Neither can remember clearly which one threw the switch. However, both of us and all of our co-workers recall vividly that for an hour and 57 minutes the unit functioned before it shut down—for want of material.

"The second incident grew out of our speculation as to whether a tried and trained crew of expert mechanics was necessary to the operation of the plant. And

here again we make a confession that may add gray to our stockholders' hair. For there was but one way to find out—and we accepted it.

"A scouting of the streets, of the Salvation Army, of the employment agencies, gave us a crew of absolutely inexperienced men. These we schooled for three weeks and at the end of that time sent them to stations on the night shift and went home.

"Came dawn, as the scenario writers put it, and with it visions of destruction. Executives, engineers, and foremen, to say nothing of the regular crews, hastened to the plant, anticipating anything, hoping against hope.

"The inexperienced, untrained 'rookie' night crew had learned of the experiment. They had applied themselves diligently, and had broken the day record for night production. The regular day crew carried on without a hitch.

"It is hardly fair, is it, to call all this a failure? But literally it is and it will be—as far as we are concerned—until we finish what we started out to accomplish. In our minds, engineering, chemical, medical—any kind of progress for that matter—is written out of that spirit. An engineering success—just as a tactically military one—attains its objective, geographically, on the minute, and with predetermined losses. Radical? Yes; but our radicalism in this regard has sent us into new fields—easily another story."

The New York World relates the following use of televox:

Televox, Westinghouse's mechanical man, lent the new Newark airport his ear last night and the results were more startling than what happened in Rome after Marc Antony made his impassioned speech.

Mayor Jerome T. Congleton and thousands of Newark citizens assembled at the field heard a shrill siren from an approaching airplane 2,000 feet above. The "electrical ear" heard it, too, and immediately the 400 acres of the airport were bathed in a light brighter than day from three batteries of Westinghouse floodlights with 24,000,000 candle power.

In this way Newark celebrated the installation of a device which makes it possible for air mail pilots serving the metropolitan area to turn on the field's floodlights while they are some distance away simply by pulling a wind-driven siren.

The sound-sensitive apparatus which is attuned to the frequency of the siren's vibrations and automatically switches on the floodlights, was only recently perfected by engineers of the Westinghouse Electric and Manufacturing Company. Last night was its first practical airport demonstration.

The "electrical ear," a part of Televox, invented by Roy J. Wensley, utilizes two important electrical developments of recent years, the Knowles grid-glow tube and a vibrating reed selector with accompanying relays and switches. When set to the pitch of the plane siren it operates only when that particular note is sounded and is deaf to all other noises.

For last night's demonstration a siren was installed on a Ryan monoplane piloted by Pete Branson of the United States Air Transport Company. James W. Costello, Chief Engineer of Newark, and Lieut. Richard Aldworth, manager of the airport, were in charge of the ground arrangements.

Don't stare up the steps of success, but step up the stairs.

Thrown Out of Work by Robots

By FRANKLYN E. WOLFE

Problems of unemployment are not quickly solved. Men thrown suddenly out of work in large numbers can not readily make readjustments of their lives. Causes are in some cases of unemployment difficult and at times obscure.

Robots, mechanical men or devices that replace large numbers of men and women, are constantly being introduced into industries and there is sudden disemployment of many workers. The mechanical devices do the work that human hands and brains have formerly accomplished. The machine does it quicker, in greater volume and sometimes much better than it was done before.

This application of mechanical devices and displacement of human hands should tend to and actually does lessen the cost of production very greatly. Does the public benefit by this reduced cost? It does not—or at least it does not immediately and directly benefit. Manufacturers take advantage of cheaper production or operation to increase the profits, make larger dividends and gain flattering mention on the stock market.

Loss of wages of unemployed and suddenly disemployed workers goes down the line and hurts many. When a man is thrown out of work and his income stops, his purchasing power wanes or ends. This is hard for the merchant and the manufacturer of commodities immediately to meet.

An instance of how the robot does its deadly work is in the case of the New York Edison Company. All human service ended the other day when an electric distribution station was put into service without a human being within the walls of the building.

This station is designed ultimately to supply the needs of 300,000 families. It is one of the largest electric distribution stations in the world and is being operated and controlled from another station three miles away.

The absent operator, in control of the robots in the station, not only knows how much work is being done but he is informed at all times as to conditions in the remote station. He manipulates the manless machinery, keeps in close touch with it and he has no back chat from the robots working day and night in the strangely deserted building.

Should prowlers or burglars break into the station the operator will immediately be aware of it at his safe distance. What would happen to such daring intruders is terrible to contemplate. Probably a robot policeman would emerge from some dim hidden closet, seize the miscreant in a vise-like steel hand, pull him across a chilled steel knee and spank him with about three thousand volts of electricity, then arise, whirl the unfortunate victim three times around his squared and dial-faced head and hurl him through a window where he might ponder about comparative safety of dealing with a flesh-and-blood cop.

To the men who have been thrown out of work there is no humor in the situation. The efficiency and expediency of the mechanical man system does not arouse any feelings of awe and admiration for the ingenuity of the human brain. He sees only disemployment and a weary task of seeking a new job and trying to keep his family fed.

List of Automatic Machines Grows Swiftly

THE Research Department of the International Brotherhood of Electrical Workers has compiled a list of automatic machines and the companies which furnish them. This list does not purport to be all inclusive. It has been assembled from many different sources. We believe it is significant, as showing the far reaches of mechanization into every branch of industry. Sweeping changes wrought by the introduction of these machines is what we mean when we speak of the new industrial revolution.

Partial List of Automatic Machines Perfected or Put Into Use in the Last Decade or Less

List Compiled by the Research Department, International Brotherhood of Electrical Workers, 1200 15th Street, N. W., Washington, D. C.

Televox, Mechanical Man.
Teletypesetter, for transmission and composition of news.
Automatic Stoking Apparatus, on vessels.
Vitaphone, Movietone, Photophone.
Farm Tractors.
Automatic Telegraph Machine—printer machines.
Super-heaters, Auxiliary Engines and Automatic Stokers on railroad locomotives.
Automatic Telephone Switch-boards.
Iron Chink—an automaton, revolutionizes fish canning industry. Completely cleans fish.
Concrete Mixing Machines.
Automatic Unloading Devices for ships and freight cars and trucks.
Electrified Baking Machine.
Electrified Mining Machinery — 750,000 miners reduced to 250,000.
Automatic Ditch-diggers.
Automatic Refiners in copper industry.
Automatic Machinery in steel mills.
Electrified Ovens in coke processing.
Mechanical Glass Blowers.
Mechanical Cigarette Rollers.
Endless chain of the automobile mass production process.
The Automatic Stamping machines.
Iron Hoisters.
Automatic Power Controls—Cincinnati—19 sub-stations. 57 men eliminated.
Bread-wrapping Machines.
Automatic Vendors.
Winding Telephone Cable Machines.
Steam Shovels.
Compressed Air Diggers.
Compressed Air Riveters.
Automatic Knitting Machines. Silk stockings.
Automatic Belt in candy manufacturing.
Telephone—Typewriter System.
Automatic Check-writing Machine.
Broom-making Machines.
Special Production Machines Inc., — specialize in making automatic machines, by automatic machines.
Automatic Bottling Machines.
Automatic Office Machinery — Adding Machines, Automatic Belt for Clerks, Book-keeping Machines, Automatic Hoists on Building, Automatic Pumps.
Spray Painting Machinery.
Automatic Cutting Machinery in clothing industry.
Gyro-Stabilizers on boats.
Tide-Predicting Machine on coast service.
Thermostatic Controls of all kinds.
Chewing Gum Wrapping Machines.
Mechanical Cotton Picker.
Automatic Shoe Welding and Building Machines.
Teletype—the telephone typewriter.

Machine Era

I came to Detroit in a big motor bus. Sitting beside me on a massive upholstered shock-absorbing seat was Jack Hagerty from Massachusetts. Jack said that he had made three trips to Chicago in the past six weeks. He worked in the automobile shops and had made these trips between jobs. He had quit his last job because the pace was too stiff—ten hours daily and seven days a week. Only a married man who was tied down with a home and family would stay on under such conditions. As he was unattached, he could assert his freedom by quitting and taking another place for less money but with better conditions. I was thus introduced to a

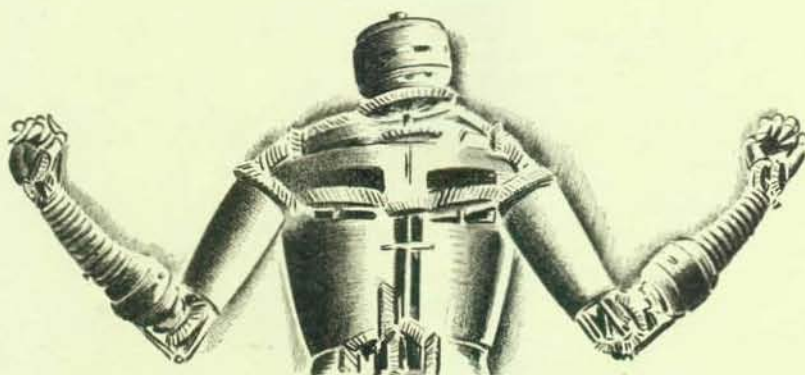
wage-earner of a type I was to see more of in the employment lines at the auto shops—the young, unmarried, transient worker who hopes to better himself by moving from job to job, but who actually finds his position growing daily worse.

My first week in Detroit I spent looking for work and so I had time to become acquainted with the varieties of men who were similarly engaged. There are normally some 15,000 men unemployed, due to sickness, injury, or change of jobs; Henry Ford had laid off about 20,000; a number of refugees had come up to Detroit from the flood areas of the Mississippi Valley. It was said that last winter (1926-1927) at least one company had

(Continued on page 166)

NATION'S BUSINESS for February, 1929

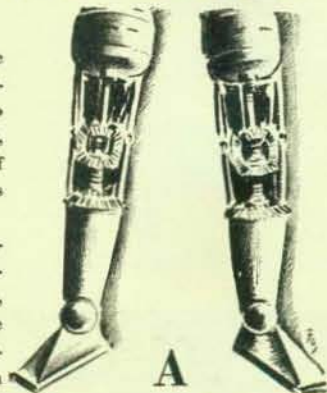
147



For Sale-Mechanical Man Power

In the last few months we have designed and built efficient mechanical man power (machines) to do work formerly done by slow, expensive hand labor in many of the leading manufacturing plants of the country.

In the last few months a number of manufacturers have increased their percentage of profit, lowered their percentage of waste or improved the finished appearance of their product through better production resulting from the work of Special Production Machines, Inc. For a number of them, we have designed and created machines that they have long needed but have never been able to buy. In some plants our work has been to speed existing machinery... in others to re-design



A
MACHINE
can do
it!

Special PRODUCTION MACHINES

A Division of PNEUMATIC SCALE CORPORATION, LIMITED

For over thirty-five years Pneumatic Scale Corporation, Limited, has manufactured automatic labor-saving machinery for many of the world's largest producers of merchandise.

When writing to Special Production Machines please mention Nation's Business

THE EXTENT TO WHICH AUTOMATIC MACHINE POWER HAS SPREAD IS ILLUSTRATED BY THIS PAGE "AD" FROM THE "NATION'S BUSINESS."

their semi-automatic machinery to greater efficiency by making it completely automatic. Our work as production experts has included the solution of widely varying types of production difficulties in practically all industries.

The work we have done in these plants is actually saving thousands of dollars... In some cases, it has resulted in a better finished product and in a number of cases, the improved machinery and methods we have installed has placed the manufacturer far ahead of competition.

Your plant has production weaknesses that we can eliminate or improve. Send for a booklet describing the services of Special Production Machines, how it operates and how it is serving manufacturers.

Detroit Electrical Workers Have Shop Laboratories

By C. W. SPAIN, Press Secretary

IN answer to several scribes who wished to have a report on the apprentice systems of the different locals, I am sending an account of the system used by Local No. 58, and I hope it may be of some benefit to those who are starting an apprentice system or who contemplate changes.

Some years ago members of Local No. 58 decided that some form of education was necessary for our apprentices; that a young man wanting to learn the electrical trade should have certain qualifications as to his age, character and education; and that these should be looked over carefully before he would be allowed to start, hoping in this way to keep the man who is not interested in electricity or mechanical skill from starting at the trade for which he has no natural talent.

In conjunction with the Contractors' Association and the Detroit Board of Education, an Electrical Department was established in the Building Trades School, under the supervision of the Smith-Hughes Act of Congress and the Vocational Department of the State of Michigan and the Detroit Board of Education. It is situated at Sixth and Abbott Streets. Any member passing by is welcome to come and see what we are doing. An apprentice council consisting of members of Local No. 58, the Contractors' Association and the Industrial Coordinator for the Board of Education meet and legislate on matters of school policy.

The success of the school has been due, in no small measure, to the interest of the executive board, officers and members of Local No. 58 who have given and who continue to give their whole-hearted co-operation, to the Contractors Association which has donated materials, also to the Board of Education which has supplied the school with the metering equipment and all other necessary tools and equipment.

Some of the main points of Local No. 58 system are:

1. The term of apprenticeship in Local No. 58 shall be four years.
2. An apprentice must show a birth certificate showing that he is past 18 years of age before he is allowed to start.
3. Each apprentice shall spend at school

one full day of eight hours out of every two weeks.

4. Each apprentice is paid 10 per cent above his hourly rate. This amounts to one full day every two weeks and so is compensated for attending school.

5. All time lost at school by the apprentice must be made up.

6. Any apprentice missing over three days

portance, thinking in that way they will lay in the pupils a foundation for an efficient citizenship.

9. There are two electrical instructors, both members of Local No. 58.

10. The teaching of an apprentice comes under four headings:

A. Theory

B. Mathematics



CLASS ROOM ENTERPRISE AT DETROIT

from school is dropped from the roll—unless he has a legitimate excuse.

7. Each apprentice must pass an examination given by the examining board of Local No. 58 before becoming a journeyman.

8. The aim of the course is to give the boy the knowledge that he cannot obtain on the job, to school him in the fundamental principles of the trade, both as to practice and to theory and to teach him, through actual demonstration, the different mechanical skills. The instructors also bring in suggestions of economical and social im-

C. Practical Electricity

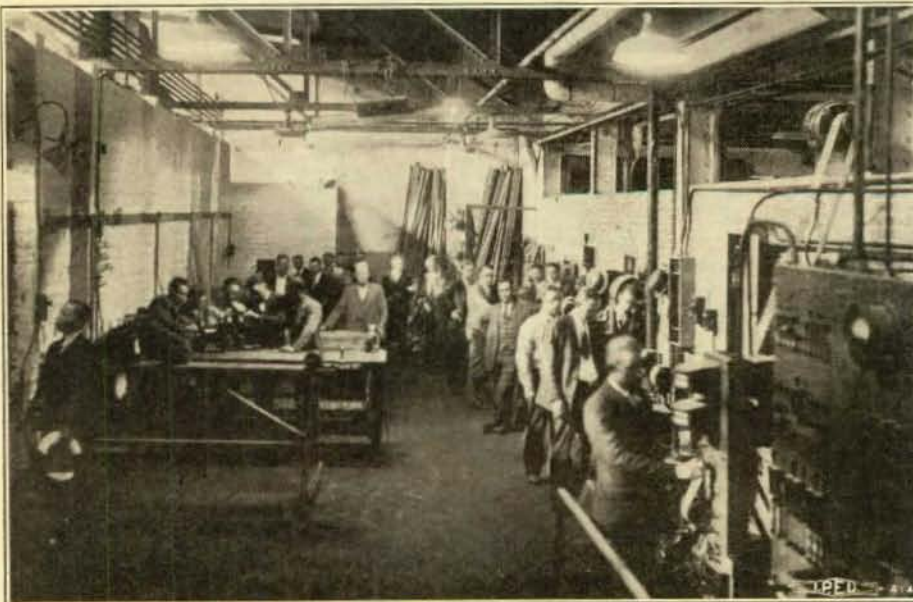
D. Drawing and Blue Print Reading
Time is divided proportionally.

If any member of the Brotherhood desires any further information, I will be pleased to send it to him. He may write Press Secretary of Local No. 58, 55 Adelaide Street, Detroit, Mich.

I am sending a photograph of one of the electrical classes under separate cover.

Robot Airplane

An automatic watchman to wake up the airplane pilot instantly if he dozes and allows his craft to veer away from its course is one of a number of novel devices for air navigation provided on the Fairey monoplane just completed in England for a proposed non-stop flight between London and South Africa. Attached to the compass of the craft are electric devices which set off a small alarm signal, like the horn of a burglar alarm, if the direction of flight changes more than a few degrees from that for which the compass has been set. Automatic balancing and steering devices are also provided, like the automatic steersmen used on ocean vessels, so that the airplane will fly itself in calm air and keep an even keel and a true course. Pilot and crew might take a nap and the machine would fly alone, waking the pilot by an alarm signal if anything happened to need attention. The new craft has a wing spread just over eighty feet and is expected to carry nearly four tons of gasoline and oil. This is stored inside the wings, so that the whole space in the cabin is available for a comfortable bed for the pilot off duty, as well as for the work table and instruments of the navigator.



FULL-FLEDGED LABORATORY

German Syndicate Builds With Aid of L. U. No. 325

By JERRY RYAN, Business Agent

DURING the year 1928 Binghamton enjoyed a building boom, in which the organized electrical workers took a prominent part, as usual, that has not been equaled in the past 25 years, or since the Binghamton Press and Security Mutual Life Insurance Buildings were erected, and this is harking back almost to the "halcyon days of yore," as it were.

To begin with, one of the largest operations of the year was the new buildings for the Afga Ansco Corporation that has covered almost the entire area of the old First Ward stadium of nearly 10 acres of ground that is located on Charles Street. This corporation is a consolidation of the old Ansco Company of this city that has been engaged in business for the past 35 years, with the Afga Syndicate of Germany, manufacturers of up-to-date photographic accessories of various kinds. All told I am informed there are 34 different units of the combined plant of the old and new buildings.

Work was begun on this operation the middle of last May, the general contractors being the Turner Construction Company of New York, Buffalo and elsewhere. John Pearson was general superintendent of the job and work proceeded like magic until the construction end was completed about November 1. In the neighborhood of 150 union carpenters were employed three eight-hour shifts most of the time; 75 bricklayers and a corresponding number of other tradesmen, as plentiful as bees around a hive, until the exterior work was finished. And let it be

known to the credit of this corporation practically all this work was done by members of organized labor in the different crafts, including, of course, the electrical work, which we herewith desire to expatiate on briefly.

The Otto S. Schlich Company, engineers and architects of New York City, in collaboration with the J. G. Berger associated engineers of Newark, N. J., with A. W. Fascher, general inspector for the architects, were in direct supervision of the work.

H. W. Fleshman, manager, and W. Scott, field superintendent, member of Local Union 52, of the K. W. Electric Company, of Newark, N. J., secured the contract. The K. W. is a strictly union concern; and Carl Wrege, a member of Local 52 of that city, is at the helm as job superintendent, and we have found in him a distinct diplomat in hustling the work to a successful end and also in handling men in a way to get best results. Brother Wrege began his part of the work July 28, and part of the time has had 40 electricians and at present has about 20 employed, and work thereon will last in the neighborhood of six weeks longer.

In order to show the magnitude of this job, state there are about 500 motors, varying from one-sixteenth to 250 synchronous, with Ward & Leonard D. C. control of a special German system; two low tension switchboards, one 40 feet and one 14 feet; two high tension switchboards; three carloads of conduit; 50 panel boards, power and light; two carloads of wire, etc., and other

special equipment too numerous to mention are used in the most up-to-date and modern plant in this vicinity. Members of Local No. 325 were employed throughout this work until the supply became exhausted, and other Brothers from Scranton, Elmira and Schenectady came along to complete the force.

This letter to the official JOURNAL would be incomplete unless mention is made of the activities of Local No. 325 in recent months. In this connection it might well be mentioned that for some little time previous to the starting of the K. W. Company job the local had been drifting along in a somewhat dormant state, when whoopee, they seemed to realize that the day of awakening had arrived. Think of it, dear Brothers, in having a strictly union firm arrive in town. It really seemed as if a miracle had occurred, contrasted from the go-as-you-please conditions that previously prevailed in some of the local shops from a union standpoint. The members said that something must be done without delay as a real boom had struck the city with the gusto of a Kansas twister. Immediately an intensive organizing campaign was launched to corral the loose electrical strings that had existed in this bailiwick for some time back; consequently an appeal was made to the International Union for services of a representative, who, as usual, cheerfully responded by sending the inimitable war horse in the movement, John J. Dowling, who came as Moses from the wilderness, and by his persuasive eloquence things began to hum

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THE ENTERPRISING GROUP FIGURING ON THE BUILDING BOOM AT BINGHAMTON

"Possibilities of Radio Are Illimitable"—Schoenberg

RADIO is that kind of invention which opens up new and inexhaustible fields of endeavor. It is still an "infant" industry. It will have incredible growth in the next ten years. Right now it is the open door to television, and television is destined to associate itself with the movies. Think of the combination, radio, television and movies in one great amusement merger.

Electrical workers must not be Rip Van Winkles when it comes to radio. Radio is a legitimate field of development for organized labor, and it is for electrical workers to help develop the broadcast industry.

In rough outline, these are the views of V. A. Schoenberg, chief engineer of WCFL, labor's own broadcast station, Chicago. Schoenberg was recently in Washington in connection with the hearing on allocation of wave lengths before the Federal Radio Commission.

The group of men associated with WCFL have launched a speaking campaign in Chicago to acquaint electrical workers, and all branches of organized labor with the present, and coming importance of radio.

Schoenberg is an ardent spokesman for organization. Recently he has refused several offers from commercial radio corporations, some of them paying very large salaries, that he might continue his fight for labor's radio station. He first entered the union in Panama as a radio man; he had radio experience in Navy Yards and in commercial radio during the war, and since that time has devoted himself to WCFL enterprise as a member of Local Union No. 134. He knows the game inside, and out, and is in position to predict the course of radio development. It is his view that television will soon be on the market in low-priced sets. Experiments carried on by WCFL have demonstrated the commercial practicability of television. Power can be transmitted through air. Food can be cooked by means of radio. Commercial communication is feasible. It is only a step to television. Families will soon sit at home and see and hear their favorite movie drama broadcast.

One of the principal barriers to the organization of radio men is the antiquated code under which the operator works. Radio first developed as wireless and was used mostly at sea. As a result certain rigid restrictions were laid down which have been continued in connection with land broadcasting. Though the broadcast of amusement features, which is the principal work of radio stations, has virtually nothing in common with sea communication, where the Morse code is demanded, sea standards are set up, and made a rigid requirement for land broadcast men. It is

the opinion of Schoenberg that this works an injustice, and that the restriction should be removed.

Radio as a form of commercial communication is destined, he thinks, for expansion, and as a result—as in all cases of mechanization—to affect the lineman's job.

That radio is destined to become an industry "touched with public interest" is the view of this Chicago group of labor leaders interested in radio. Recently, Senator C. C. Dill, of Washington, read into the Congressional Record, a definition of public interest as made by the Chicago Federation of Labor.



V. A. SCHOENBERG, Chief Engineer WCFL.

Radio's Lightning Swiftess

A Review of "The Electric Word"

Less than 35 years ago radio was not even a theory, unless in the brain of a young man from Italy, Guglielmo Marconi. The tremendous sweep and growth of this industry, now so gigantic, must be conceived as due, not only to our swift-moving times but also because this invention fulfilled the desire, unformulated but none the less vehement, of millions of people.

When we speak of radio the first thought is a pleasurable recollection of the pulsating music, and other entertainment brought so conveniently into our homes by this method. Big sporting events draw thousands of listeners before the radio loud speaker for every fan actually at the game or the fight. In the recent inauguration ceremonies, many Washington residents sat at home in their easy chairs and heard President Hoover's address more clearly than they could have if they had stood, jostled by the crowds, in sight of the speaker. Now television seems to promise that before long we will be able to see the speaker, too.

But sending programs into homes is one of radio's most recent developments. Marconi's original conception was of a method of communication—telegraphy without wires. A ship in distress could send its cry for help through the stormy night . . . continents could speak across war-torn areas when other communications were cut off.

The Two Black Crows and the Sharkey-Stribling fight do not seem to have impressed themselves on Senor Marconi's prophetic vision.

The history of radio's breakneck progress just compiled by Paul Schubert in a volume called *The Electric Word* (Macmillan Co., New York) gives us an opportunity for a review of its amazing growth.

In 1896, young Marconi, newly arrived in England, was welcomed by Sir William Preece, another scientist, and in the quickly organized Wireless Telegraph and Signal Co., was astonishing the world transmitting messages from 10 to 25 miles, from ship to land. The New York Herald engaged Marconi to send reports on the sensational international yacht races, in 1899, the first use of the new form of communication in America. When the races were over Marconi took the opportunity to present a demonstration for the U. S. Navy, and an American company was organized to promote wireless. Many ships installed radio apparatus and many sending stations were established on shore.

One of Marconi's greatest dreams was trans-Atlantic wireless. As early as 1901, he had built stations at both sides of the ocean and was able to receive messages, but only under the best weather conditions, which made it impracticable commercially.

(Continued on page 166)

"What is the 'public interest, necessity, and convenience' which the law fixes as the sole test for granting radio licenses? Certainly it is the same as the 'public welfare.' That which contributes to the health, comfort, and happiness of the people is in the public interest. That which provides wholesome entertainment, increases knowledge, arouses individual thinking, inspires noble impulses, strengthens human ties, breaks down hatreds, encourages respect for law, is in the public interest. That which aids employment, improves the standard of living, and adds to the peace and content of mankind is in the public interest.

"Is it in the public interest, necessity, and convenience that this marvelous new means of communication should be placed within the control of a few great corporations? Or handed out as a free gift to a few hundred private business concerns for commercial exploitation? Or sucked into the maw of great metropolitan newspapers, already in uncontrolled possession of power that threatens the welfare of the country? Is the public interest, necessity, and convenience to be determined by noisy acclaim? If so, then the movies overwhelm the universities, and are themselves outranked by a ball game or a prize fight. The cheapest sex novel would then put to shame the greatest scientific treatise.

"Is it in the public interest, necessity, and convenience that Bill Jones, of Podunk, have a radio station to advertise his garage? Or that a great public utility monopoly operate a 50,000-watt station to further its interests?

"Is it a matter of public necessity that 20 radio stations in one city pound the air with the same jazz tunes?

"The public interest, necessity, and convenience' is nationwide. It is age long. It has to do with the physical, mental, moral, social and economic welfare of all the people. It is not greatly concerned with Bill Jones' garage, or the private profit which a station owner hopes to derive from his broadcasting operations. It is not enhanced by the granting of special favors to a few individuals or corporations, however rich and powerful they may be.

"The 'public interest, necessity, and convenience' requires that radio broadcasting provide not only entertainment but information, not only music but science, history, economics, and all the other things that make for human welfare. It requires that the serious problems of life shall be represented,

(Cont'd on page 166)

Right of Bosses and Men to Negotiate Upheld

INTERPOSITION of a third party tending to disrupt transactions between employer and workers, affecting wages and hours, was hit by a judicial decision promulgated in the Supreme Court of New York, February 14. The case was an injunction case. The court was asked by Walter Gordon Merritt, the anti-union leader, to stay the union section of the electrical contractors of New York from putting into effect an agreement with Local Union Three, International Brotherhood of Electrical Workers, providing for the five day week. The case attracted national attention.

The decision of Supreme Court Justice Bijur was in line with the recent decision of the Illinois Supreme Court in the enforcement of the Landis Award. The Illinois court held that third parties, "volunteers," explicitly designated as the anti-union alliance of employers in the printers and other industries, should be legally restrained from interfering, by physical or psychological violence, with building trades employers and unions. The Illinois Supreme Court said:

"The decree dismissing the bill for want of equity, and the judgment of the appellate court affirming it, are reversed and the cause is remanded to the superior court of Cook county, with directions to enter a decree restraining defendants, except those who are directly interested in the subject matter of the original controversy between the Associated Builders and the Building Construction Employers' Association on the one hand and the Carpenters' Union on the other from maintaining a combination for the purpose or with the effect of exerting influence upon bankers, architects or employers in the building industry in Chicago and vicinity which in any way interferes with or hinders freedom of contract between such employers and the complainants; from combining and conspiring in any manner to interfere with, injure or disturb the employment of the complainants or to restrain freedom of contract between the complainants and employers in the building industry in Chicago and vicinity; from coercing, soliciting, advising, inducing or attempting to induce any person to refuse to employ the complainants or to refuse to negotiate with the complainants' authorized representatives; from enforcing or attempting to enforce any agreement which has for its purpose or effect any restraint upon freedom of contract between the complainants and employers and from soliciting or inducing any person to enter into any such agreement; from attempting to interfere with or disturb or prevent employment of the complainants by newspaper advertisements, telephone messages, letters, circulars, notices, personal conversation, economic pressure or any other means; from assaulting, threatening or intimidating any of the complainants; from sending men upon and around buildings in the city of Chicago to represent themselves as deputy sheriffs, to wear deputy sheriff's star and carry concealed weapons; from boycotting or inducing, aiding or influencing any person to boycott the complainants, either individually or as an organization; from doing any other thing to injure or interfere with the complainants or their employers."

In his decision, Supreme Court Justice Bijur said:

"Defendant has made an agreement with its employees regarding wages and hours of labor. Plaintiff claims that under

its constitution and by-laws no such agreement may be made without plaintiff's approval. When defendant which had withdrawn from its membership in plaintiff, resumed its membership therein, it was upon the condition expressed in a letter of January 21, 1922, that no provision of the constitution and by-laws and no act or order of the plaintiff shall be construed to prevent the Electrical Contractors' Association, if it so desires, from settling any electrical trade questions

continue temporary injunction denied and temporary injunction vacated."

Throughout the preliminary hearings, Mr. Merritt was forced to bolster up his plea for an injunction by insincere arguments. He posed as a friend of union workers in other crafts of the organized building trades.

Business men appear from time to time before Congress protesting against governmental interference with business. It is their point of view that business should be left free to operate and to work out its own problems. Now a section of American business men, represented by Mr. Merritt, operating chiefly in the manufacturing field, appear willing to interfere with the legitimate business of a group of employers and unionized employees by court decision.

There is growing up in this country a tradition that industrial disputes can best be settled by the conference method as between the two disputants. Any interference with this right has been guarded jealously by organized labor, and often by organized employers. The Kansas Industrial Court was a gratuitous attempt to inject a state-created tribunal into the situation, and became a legal dead letter. The open shop group of employers, utilizing antiquated tactics, spending much money, has attempted to employ courts of equity as industrial tribunals, sometimes with success. This organized dearly-financed attempt has been vigorously opposed by organized labor. Organized labor and not the open shop group is in line with American industrial traditions. Supreme Court Justice Bijur's decision is in the best tradition of American jurisprudence.

Byrd Picked Good Year

The selection of this year for the Byrd Antarctic expedition may have been exceptionally fortunate; at least for that part of the expedition's aims which involve the study of weather at the southern end of the earth. The weather of Australia is believed to be affected importantly by the ice movements, the ocean currents and so on at the borders of the Antarctic Continent. This year's weather in Australia, where the summer is just merging into autumn, is turning out to be exceptional in many ways, especially in extreme droughts alternating with floods and violent storms. It is especially fortunate for science, Australian meteorologists believe, that a well-equipped and fully-staffed scientific expedition is on the ground in the Antarctic precisely at this time, so that full data of the ice conditions and of Antarctic weather will be available for comparison with the unusual weather experienced farther north. In New South Wales, for example, the month of January is reported to have been the driest in seventy years. "Bush fires," the Australian equivalent of the "prairie fires" and "forest fires" of the United States, have been more numerous and destructive than at any time since the settlement of Australia by the whites. At the same time unusual weather is reported from southern South America. Whaling stations in the Antarctic Oceans report exceptional storms. Antarctic weather seems unusually disturbed this year, doubtless as a result of the variations of sunlight which have disturbed the weather of the Northern Hemisphere also; producing, for example, the recent cold waves in Europe.

"We have too many bureaus in Washington now interfering with life, liberty and the pursuit of happiness."—Representative Loring M. Black, Jr., of New York.

BACKED BY OPINION

Arthur Brisbane, in the Hearst papers, said:

"In New York employers of electricians agreed to a five-day week and increased the worker's pay to \$13 a day.

"The building trades employers get an injunction to prevent carrying out this agreement. You are told \$200,000,000 worth of buildings would be held up by the agreement.

"Hire more electricians and the work won't be held up. A five-day week, giving men two days in which to spend what they earn and build up health and vigor, is a good thing for everybody. The employers have two days off a week, the majority of them a month or two in summer, and it doesn't ruin business."

through the medium of certain organizations other than the plaintiff.

"I think it clear that wages and hours of labor in the electrical trade constitute an electrical trade question and that consequently according to the literal interpretation of the reservation, defendant reserved from the supervision or control of plaintiff the right to take the action, the propriety or validity of which is now assailed.

"If the language of the reservation is claimed by plaintiff to be ambiguous or to be construed for any reason in the light of surrounding circumstances or other considerations, that is manifestly a matter the determination of which must await the trial. It was urged upon me at the argument that practically the sole purpose of plaintiff's organization was control over the wages and hours of labor. If that be so, the reservation now in question would be wholly unnecessary.

"Moreover, I have not been apprised of any question other than wages and hours of labor which the electrical trade would care to reserve to itself, nor what interest plaintiff might have in any such question, if there were one, which would seem to indicate that the reservation in any event would be utterly futile. Motion to con-

Towering Structures Shot Through With Electric Life

By H. WELCH

FROM Canada, from Minnesota, from New York and from Florida, all in the same mail, come tidings of achievement. The finest modern buildings on the continent are being wired by electrical workers. From Brother T. J. Selke, Toronto, Canada, we received Charles Comfort's artistic drawing of the new Toronto Star Building. Brother Selke says, "One of Toronto's finest, and a one hundred per cent union job."

Rochester, Minnesota, probably the most famous small city in the United States, contributes the new Mayo Clinic Building to this month's "Gallery of Achievement." We owe Brother H. Welch credit for securing for us a photograph of this handsome structure. Brother Welch has also written entertainingly and well about its features:

We have turned the largest inside job west of Chicago from non-union to union men, and it stands today near completion.

This job is the new Mayo Clinic Building, a rare and magnificent piece of architecture.

Through the efforts of the clinic's executives this building is constructed to take care of the steady increase of their clientele, to lessen the burdens of those whose professions were to be practiced within and at the same time cut down the cost of maintenance.

Designed and supervised by the best architects and engineers available, and with an illimitable supply of money back of them, it is no doubt something to marvel at even in this day of electrical appliances.

If space will permit I will try to give you a description of the most important parts of the building as well as the electrical installation, for one is not sufficient without the other.

The building is an 18-story structure with a tower rising the equivalent of two stories above that. Upon this tower is mounted a revolving beacon of a brilliancy of one and a half million candle power, visible over a radius of 45 miles.

The tower proper houses a set of chimes, which were manufactured in Croyden, England, presented to the building by Drs. Charlie and Will Mayo, dedicated to the American soldiers. They are electrically played, either manual or by reel.

The eighteenth floor houses the storage tanks for the maintenance of the building's water supply. This water is raised and maintained by automatic electrical equipment.

On the seventeenth floor are four large motor driven generators, one large magnetic switch board, four small ones, the main switch board for elevator equipment service and four giant motors. This floor is devoted exclusively to elevator machinery.

On the sixteenth floor we find more elevator equipment, one complete unit, also the governors and relay switches for the above units.

On the fourteenth floor is the assembly room. This room represents about half of the entire fourteenth and fifteenth floors.

The rooms' illuminating equipment was designed to carry such heavy wattage that the current is supplied through magnetic switches remotely controlled.

It also has one of the very latest motion picture projecting machines. This unit is housed on the fifteenth floor, which gives it the same location as those in a theater.

This assembly room, in beauty and design, is one that a real artist can be inspired by. With its windows reaching almost ceiling high, encased in marble; with its walls of ornamental woodwork, offset by a ceiling of ornamental plaster of a peculiar design and

a floor of mosaic teakwood, it is something that once you see it you will marvel at its beauty.

The thirteenth floor is devoted exclusively to mechanical equipment.

Here we find seven large ventilating units, one large cooking unit, and the motors for two ten-story vertical conveyors.

The twelfth floor is devoted to library and reading rooms. The main reading room or Memorial Hall as it is called—it being dedicated to Doctors of Physiology—is one and a half stories high. It extends from the twelfth floor through to the thirteenth floor ceiling. This room, with its unusual designs,



MAGNIFICENT NEW STRUCTURE OF THE TORONTO STAR—ALL UNION TORONTO JOB

and bright colors, will recall to your mind tales of the dragons of yore, the bright plumed birds of the tropics, and will make you marvel at the artistic ability of the designers and decorators employed on this job.

The approximate size of this room is 35 x 45 feet and has 47 electrical outlets displayed in it. There are five large ceiling illuminating units, each displaying 20 lamp outlets. There are also eight side lights of five lamps each.

There were 140 25-watt lamps used in these fixtures. These fixtures were designed and built by Linden and Co., of Chicago and all bore the union label.

The above fixtures mentioned were designed especially for this job, along with dozens of others. I can name off hand 150 and they are still coming. These fixtures were installed only in the elevator corridors, waiting rooms, the main lobby, Memorial Hall and the assembly room.

I'll give a good word for Linden and Co., along with the rest, Brothers, for their corporation is appreciated. Judging from the number of fixtures that we see displayed without the label, it is a pleasure to hang one with a green label on it, even though we are subject to declaring our opinions as to why a fixture shouldn't be built this way or that way, and emphasizing them with words which wouldn't do to print. Whazat?

Oh, yes; I have hung a few—and some of them were Linden's, too. You know, Brothers, my vocabulary is really insufficient to express my feelings until I am applying my trade to hanging fixtures, at which times I have ways and means for expressing my opinions that a good mule skinner would be envious of.

From the eleventh to the fourth floor, inclusive, as far as the electrical installation is concerned are practically typical.

The center of these floors is occupied by a large waiting room designed to accommodate approximately 100 people. In each of these are displayed approximately 45 outlets. The locations are similar to those of the reading rooms, except there are only two fixtures in the ceiling of these and they are of a different design and somewhat smaller.

These fixtures are two circuits each, one for night lights and the other for day lights.

There are eight switches for these two fixtures, one set of three-ways for each fixture on the daylight circuits, and one set of three-ways with two four-ways for the night lights on both fixtures. The eight brackets also switch from these four switches.

There are nine convenience outlets in the terrazzo floor, nine in the marble base and also four signs. These waiting rooms are also piped for a loud speaker paging system—a forethought of a further convenience, if they should ever have need of it.

Just off of these rooms are the central desk spaces, one on each side. Through these desk spaces (I will hereafter refer to them as c.d.s.) all business is transacted. Each c.d.s. represents two departments. Just off these c.d.s. is a corridor 137 feet long. Through this corridor you have access to 20 doctors' rooms.

Before I go further, I want to say a word as to the roughing in of these floors. Throughout these floors we had to adhere our measurement to an eighth of an inch in the location of practically all outlets.

The elevator corridors and waiting rooms are finished with marble and ornamental plaster. Here we had two center designs, some for which special canopies were made, and to be off a quarter of an inch meant to move an outlet.

The c.d.s. corridors and doctors' rooms are finished in veneered woodwork composed of stiles and panels. In some of these panels, after our fixtures were put on we had less than an eighth of an inch in which to shift them.

Brothers, I realize that in giving you measurements like the above you will be inclined to think that I am misrepresenting things to you, but these are absolute facts concerning this installation and there are engineers who will be only too willing to corroborate my statements.

From outlets roughed in, confined to measurements like that there are now more than 1,500 outlets wired in on each floor.

In trying to figure out a way to cope with the constant increase of their clientele and

maintain a thorough and efficient service, Mayo Brothers conceived the possibilities of a simplified and efficient service, maintained through an inter-communication system displayed in silent signals.

So there were 11 different systems installed. I will endeavor to explain them in such a way as to enable you to see their relation to each other.

Consultants' Signals

Over each door of these doctors' rooms are displayed five different colored lights, each of which represents a consulting specialist.

The top light in these groups is a multiple-series hookup—two 110 volt lamps on 220. This light is controlled from the room proper and at the c. d. s. where there are 20 switches under one plate, also a 20-light enunciator, which works in conjunction with the above. This enunciator is located in a position to be visible from any position within the c. d. s.

The remaining four lights are locally controlled. The switches for these and the switches for the room proper are located in the corridor by the door over which they are shown. By putting these switches here the attending clerk on delivering a call can switch off the light without the probable disturbance to anyone by entering the room.

These lights are 110 volt, straight hookup operating on single pole switches.

Consultants' Inter-Communication System

This system is the same hookup as the above four lights, controlled in the same manner. It consists of four different colored lights. These lights and switches are under one plate.

This system is displayed on line with the top of the doors throughout the corridors.

This is an inter-communicative consultant's signal and is confined to the departments that it is displayed in.

Cross Corridor System

This is the same hookup as the above, only displayed in a different manner. It consists of four units of five lights each, two units in each corridor. They are switched from the c. d. s. on the opposite side of the floor from which they are shown on.

This is a doctors' intercommunicative system confined to the floor on which it is displayed, used for intercommunication between departments. At one of the c. d. s. on the third floor we find the dispatcher's board. There are two units to this board, each 42 x 36 inches. The statistics of these two boards are 880 lights, 400 switches, 2,900 in and out going lines, 6,164 soldered connections.

Surgeons' lights only are displayed on and controlled from this board.

All surgeons whose lights are displayed on this board, report to and receive their appointments from its operator.

Surgeons' In and Out System

This is a three-light series system. Three 40-volt lamps operated on 110-volts controlled from the dispatcher's board.

One light is shown on the wall in front of the c. d. s. in which the dispatcher's board is located, one on the dispatcher's board and another in the telephone switch board room, on a board where there are approximately 500 other lights displayed. There are 20 surgeons represented on this system.

Surgeons on arriving for duty, report to the dispatcher's board. On reporting, the operator throws his switch on which signifies that he is in the building, and his lights are only switched off when he reports leaving. (Out.)

Surgeons' Coming System

From the fourth to eleventh floor, there is a unit of 20 lights set diagonally across each corridor, in full view of the c. d. s. for which it is intended; each light represents a surgeon.

A surgeon reporting at the dispatcher's board for duty, receives his appointment through the dispatcher; if his nearest call is for department on the fifth floor that is where he is first dispatched to. The dispatcher then throws his coming light on, which lets the clerk on duty at the c. d. s. on the fifth floor know that Dr. Jones or whoever he may be is on his way and for them to get their patient ready.

There are two different voltages used on this system; the lights across the corridor operate on 110 volts and the ones on the dispatcher's board on 40 volts, supplied through an auto-transformer, and are controlled from the dispatcher's board through one switch.

Surgeons' Location System

This is a series system. Three 40-volt lamps operating on 110 volts, controlled from the c. d. s. in the departments that these systems represent.

There are only ten surgeons represented by this system. Do not get the impression that all doctors are represented by these systems, they are not. These systems are only for specialists.

Surgeon, on reaching the department that his coming light is displayed on, reports to the c. d. s. The clerk on duty then switches his location light on. This tells what floor he is on and what department he is in. These lights are shown in the department, on the dispatcher's board and in the telephone switch board room.

The operator at the dispatcher's board on receiving his location signal, switches off his coming light. When he finishes his appointment, he goes back to the c. d. s. where there is a direct connected phone to the dispatcher's board, gives his name and the routine is repeated.

Medical Men's Location System

You will no doubt think that I have made a mistake in describing these two location systems, but they are not switched. A person would, without a doubt get that impression if he were not told.

This is a two light series system. Two 40-volt lamps operating on 70 volts, controlled just like the above, and used for the same reason; the only difference is that this system is for medical men, is a 20 light display instead of 10, and does not go through the dispatcher's board. The lights are shown only in the department and in the telephone switch board room.

I will describe the different phone systems installed here before I go any further.

The Dictaphone

This system is used to enable the doctors to communicate with each other through their sections, without the interruption to their work, by handling an instrument.

This system is practically confined to the old building, only being installed on one side of the fifth floor in the new building.

Conference Line

This system is used to enable doctors to communicate with each other throughout their departments privately.

There is also a buzzer system which works in connection with the conference. The phone used here is the automatic type, but instead of the dial displaying numbers, it has the doctors' names throughout that department

written on it. This system is for inter-departmental use only, being confined to the department originating in.

This is an Edwards buzzer, which has a switch key with three different positions; incoming trunk line, conference and buzzing.

A doctor wishing to speak to another in his department, dials his party's name and then sends that party's code call, by using the buzzer. On hearing his call, he picks up his phone and they are all ready to begin. Listen to this one.

The other day I ran across Robbie (he is the one in charge of this phone installation) all doubled up and apparently in terrible pain, for his face was all wrinkled up, and he had both hands down about his middle, and naturally me being a sympathetic cuss, I wanted to call a doctor or else shoot him and get him out of his misery. But before I could administer any first aid, he came to. The little runt was just laughing. Well, of course I wanted to know what the joke was and he told me, "you know them paper discs that they are using for dial markers, in connection with the buzzers? Well, I had my men putting some of them on, and of course they wanted to know what the darn things were for, and I told them that they was for station selectors, that a doctor on receiving a patient, would select his station and plug in, thus furnishing his patients with some means of recreation while he was working on them, and by gosh, I think I got some of them believing me."

Private Automatic Exchange

This exchange is to all central desk spaces and is used by the girls in speeding up the transportation of histories.

Private Manual Board

This is a Stromberg-Carlson Super-service, which has 1,600 lines, 80 ticker trunks, six operators and has an average traffic of 1,000 calls per hour.

The ticker system, which is operated from this board, is for the immediate location of doctors. For instance, receiving a call for Dr. Harrington, the operator looks for his "in" signal. If in, she can tell in what department by his location signal. Then she plugs in that department's ticker and sends his code call.

It is practically impossible not to hear this ticker, owing to their many locations, and regardless of where he may be, there is a phone handy, which will put him in immediate connection.

There is also a chime ticker system for the help which, as far as principles are concerned, is the same as the above.

Throughout these floors, each doctor's room contains one jack outlet, one ringer outlet, one buzzer and a ticker, also a ceiling light, two duplex convenience outlets and a polarized outlet for D. C. attachments, besides the three-way switch for his tap signal light.

Ammeter System

This system is displayed in the c. d. s. from four to 11 and on one side of the third. There are 20 switches in each group. One ammeter in each of these groups represents a department. The departments, by knowing the capacity of each other, can, by referring to this system, determine just how many more patients can be cared for by any department. They can dispatch and receive accordingly.

Package Signal

This is a two light series group. Two 40-volt lamps on 70 volts. Controlled from the corridor by number five elevator, each floor has three sets of lights and switches, one

set for each c. d. s. and one for the elevator proper.

There is also a 70-volt single stroke bell in parallel with the lights for the c. d. s.

This is for announcing the pick-up or delivery of packages, and is on all floors except the 13th, from one to 16.

Well, I am glad that's over. I have slept on these signals several times; I mean I have slept several times since I started writing about them.

So we will go to the dental department on the fourth floor. Here we find five dental X-ray units. These units are of the very latest design, for both fluoroscopic and radiographic work.

This department also has either 10 or 12, I forget now just which, of the very latest dental chairs on the market. I was told that the ones installed here were the first of their kind on the market.

They are all electric, even to the raising or lowering of the chair.

On the third floor we find one of the finest equipped roentgen laboratories in this part of the country, which gives a thorough and efficient service to approximately 550 people a day in fluoroscopic, radiographic and therapeutic work.

This installation consists of nine complete units of the very latest design, built by the Kelley Koett Co., of Covington, Ky. There are also developing rooms, dryers, shadow boxes, display cabinets, stereoscopes and a film file room. This room is equipped with a dry sprinkler system with electrically operated valves. This is, no doubt, an elaborate display.

The main entrance into this building is on the second floor. The outside doors in this entrance weigh 2,500 pounds apiece and are electrically opened and closed.

Through these doors we reach the main lobby. Here we find ourselves walking on a mosaic terrazzo floor of beautiful designs and colors. Marble desks, of inlaid marble are seen here. High walls of marble, massive columns and carved arches, and above us a wonderful display of lights, with a ceiling for a background of ornamental plaster work, decorated in 20 karat gold leaf.

From this corridor you have access to five elevators. These were installed by the Otis people and are signal controlled.

Four of these elevators are for clientele. There is one up and one down button on each floor for the stop signals for these elevators. The first elevator that reaches an up or down signal stops. This releases the relay and the rest pass by. They are controlled from the car by push button controls. The operator rather than manipulate his signals just closes his door.

The other elevator is a super automatic for staff use only. It operates with or without an operator. An operator can take this elevator up on one of the floors and then go to sleep, and anyone can bring it down with the signal.

There is a dispatcher's board for the control of these five elevators which is located in the corridor directly in front of the elevators. This board has a unit of lights and switches for each elevator. The dispatcher can tell exactly at any time where any elevator is, and can also send up, stop, bring down and can make them either local or through service.

From the elevator corridor, we can go through the file departments and office

room. This whole floor, other than the elevator corridor, is devoted to these departments. The outlets on this floor were arranged for indirect lighting fixtures and were so spaced that regardless in which direction you look they are in line. Other than the night lights the lighting throughout these departments is remotely controlled and there are two master switches on this floor by which you can throw off all lights at once.

Owing to the large number of outlets and



THE NEWEST ADDITION TO THE FAMOUS HEALTH CENTRE OF THE MAYOS AT ROCHESTER, MINN.

the remote control system, there was a little over 30,000 feet of wire used on this floor alone.

There are also eight conveyors which operate from this floor, six horizontal and two vertical. These two vertical ones extend up through the c.d.s. and are the tallest conveyors of this kind in use in the United States. They are 10 stories high. These conveyors are all used for the transportation of histories, etc. With these conveyors working and with a vacuum system which is installed in here, they can maintain a three minute service to any part of the building.

Suffice it to be said that the first floor, as far as the wiring is concerned is practically identical.

In the basement we find the transformer vault. Here we have six 150 KVA transformers, three delta for power, two parallel for lights and one spare.

We have an automatic switch board with three switches which takes care of two incoming 2,300-volt lines; in case of trouble developing in either line it will automatically switch over on to the other.

We have a main switch board in here which has eight 600-ampere switches, which are our mains over to our distribution board.

There is a 75-KVA transformer for X-ray use only. We carried a No. 6 wire to all X-ray machines along with our 220. This No. 6 came from the neutral bus, and was used as a ground for the machines. It is no doubt the most positive ground in the building, having four grounds, one coil and three on the water system.

The approximate cost of this transformer room was \$25,000.

There was a transformer vault installed at the Kahler, during the construction of this job, by the same men and is an exact duplicate of the above, except in size. They were 100 KVA.

Now, I am going to take you over to the distribution boards and fuse rack room, then say farewell to you kind sir for your—gosh but I am tired; I'll tell you Brother, this is just between me and you of course—I really don't know whether my ambition as a journalist will survive this or not. Maybe the next one won't be so long—here's hopin'.

Our distribution boards are as follows: A. C. board, 7' 6" high, 30' 8" long, 84 mains, \$5,500. D. C. board, 9' 10" x 7' 10". This board takes care of X-ray mains, projector machines, D. C. panels, and also houses the synchronizing machine and clock for the watchman's signal. There are 60 stations throughout the building which register station and time when rung.

The fuse rack room is where the different signal systems are fused from. These two boards are devoted exclusively to signals and they display 1,680 fuses.

This institution has their own power plant which supplies them with electricity, water, soft water, steam and compressed air.

This building has kept from 18 to 32 men hitting the ball for two years, but you know what the monkey said when he backed up to the lawn mower, "she won't be long now," for they want to start moving in next month. I am enclosing a photograph of the building, as it stands today near completion. Located in the central part of town, surrounded by hotels and office buildings, it gives a picturesque and colorful sitting to Rochester's sky line.

And with its tower rising some 295 feet above the ground it stands as a monument to those whose fame was achieved here.

I imagine from the progress that has been made in the past that in the future, we will not have recourse to gas alone but will employ every force of nature that we can. We have X-rays, we have light rays, we have heat rays. We may not be so very far from the development of some kind of lethal rays which will shrivel up or paralyze or poison human beings. The final form of human strife as I have regarded it, is germ warfare. I think it will come to that. And so far as I can see, there is no reason why it should not if you mean to fight—prepare now.—General Swinton.

In after life you may have friends, but never again will you have the inexpressible love and gentleness lavished upon you which a Mother bestows.—Macaulay.

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Tight, Competitive America

Certain small manufactories which supply materials to huge automobile corporations recently found themselves in a dangerous position. They found that their market was virtually controlled by the buyers—and that instead of their setting prices on their own product, the price was set by the buyers. They were subject to the dictation of their market, and they found much to their consternation that these big buyers were beating down the price until no profitable margin was left. What was to be done? One of their number got into his Ford and drove from state to state, saying, "Organize, organize." "Form a union," only he did not use these terms. His words were, "Co-operate, co-operate. Form a trade association." As a result, the union was formed, the prices were maintained, and the manufacturers survived.

The foregoing illustrates the efficacy of organization. It also illustrates how exhaustively our society is becoming an organized society. It further illustrates the need of unions among wage-earners. How quickly the manufacturers joined. How slowly some men of our own electrical craft see the wisdom of organization. In this tight, competitive, economic America, organization is becoming more and more imperative.

"God Pity Our Children"

The marriage of Charles Lindbergh to Ann Morrow attracts as much attention throughout the world as would the marriage of the Prince of Wales, or the divorce of George Bernard Shaw. It attracts us, but not as an example of stately romance conducted against the warm colors of a Mexican spring. It attracts us as conclusive evidence of the elasticity of the American class system.

Lindbergh comes as near being a member of the proletariat as we have in America. He was dirt poor. He did not stay in college long enough to be drawn away from his modest origin. His father was a radical leader—more radical in many ways than Victor Berger. He was not content to hold opinions, he went out and suffered for them. He worked out his own social philosophy—written down in "The Economic Pinch"—a book so outspoken that he had to publish it himself. In this book, the elder Lindbergh ever attacked Wall Street, the Money Power, and the Morgans by name. At one time, he looked dismally out over his State of Minnesota, and beyond its boundaries, to other states, and lamented, "God pity our children for unless they compel the recognition of their

rights, they will be borne down with added burdens of increased wealth in profiteers' hands to command and compound still greater interest, dividends and rent."

God pity our children under the heel of the dreadful profiteer, and lo! young Lindbergh marries Ann Morrow, the daughter of the partner of the sinister figure of Wall Street, Pierpont Morgan. Strange piece of irony. And strange America that can permit this hiatus.

What are social philosophers going to do about this phenomenon? Some of them are going to blink it, and reply, "Just one case out of one hundred millions." Which, of course, is not quite true. Poor boys do make the grade every day, if not quite so brilliantly as young Lindbergh. But what it means is that American psychology—in which labor moves and has its being—is not a class psychology, but a psychology of personal achievement. This may mean that the poor boy elevated to the moneyed, ruling group may be just as indifferent to social wrongs as the hereditary prince. Some of them have been. It also means that shallow appeals to class antagonisms are not likely to ring as true, or be as potent in Lindbergh's country as in others.

The Wage Thermometer

The National Bureau of Economic Research is responsible for another economic study of significance—this time on the participation of wage-earners in prosperity. It is a study in real wages, and indicates that railway trainmen, other railway workers, factory operatives and agricultural laborers have actually made a gain in wages since 1913. Each dollar of wages earned buys more. According to this study trainmen have gained in real wages 28 per cent, other railway workers 35 per cent, factory operatives 35 per cent and agricultural laborers 47 per cent.

On the face of these figures, it looks as if the gain is great, and perhaps it is, but it is great because each of these groups of wage-earners had so far to go from their 1913 point of departure. As we view this study, we are surprised at the staggering evidence of the inadequacy of the wages of these groups. Counting the gain, the annual income of these groups measured in 1913 dollars (real wages) in 1928 is:

	Per Year
Factory Operators.....	\$733
Trainmen	1,414
Other Wage Workers.....	774
Agricultural Laborers.....	456

None of these groups approach anywhere near the minimum standard of health and decency set up by any agency whatsoever.

When we view, too, the tremendous gain in productivity made in the last fifteen years, we are again staggered by the insignificance of the gain made by these groups.

Professor Paul Douglas spoke at the Institute of Economics in Washington recently. He showed that the average pay of railroad workers since 1899 had increased 29 per cent, while production on the railroads had increased 78 per cent. In the electrical industry, in the same period, the output of current per worker had increased 300 per cent, while the

average purchasing power of the worker's pay had *decreased* one per cent.

As in everything else, a discussion of wages ushers us into the presence of the well-known laws of relativity. Gains have been made, yes; but gain in proportion to productivity, hardly.

Railroad Leaks One needs no more striking evidence of the necessity for a thorough disinterested survey of unemployment in this country than what is happening on the railroads. Figures from authoritative sources indicate that the total of wage-earners employed on railroads have not materially decreased. And yet, these figures give no hint of the tremendous upheaval that is taking place in certain important sections of the industry.

President D. B. Robertson, Brotherhood of Locomotive Firemen and Enginemen, is authority for the following statements:

"A total of 9,970 or nearly 10,000 firemen were reported as cut off the list or furloughed from service in March, 1927." This on the western railroads alone.

"A total of 1,811 furloughed in the Southeastern district."

"Reports received from our general chairmen in the Eastern district indicate that a total of 5,372 firemen had been cut off the list or furloughed as of June 15, 1926."

A grand total of 17,153 firemen have lost their jobs for some cause or another—and the cause indicated by President Robertson is the refinement of mechanical firing apparatus—our old friend, automatic machinery.

There is plenty of evidence as to what machinery is doing to man power in every industry, but this is new important evidence as to how it is working on the transportation systems.

Testing the Five-Day Week The extent to which labor's proposal of a five-day week has captured public attention is illustrated by the recent discussion on this subject by the Taylor Society. The Taylor Society, be it known, is the international union of management engineers, "to promote the science and the art of administration and of management." What the Taylorists think, say and do is not to be treated casually by any group in America. If they do not operate modern industry, they come nearer to it than any other group. The investment banker and absentee owner would be helpless without the management engineers; and if labor could win their intelligent consideration of trade union problems, and sympathetic support of trade unionism as a tier in democracy's spiral ascent, then it would be a happy day for labor, and for America.

The retiring president of the Taylor Society, M. L. Cooke, recently invited his colleagues to draw closer to the labor problem. Soon after, Dr. H. L. Person, managing director, delivered his paper, "The Work-Week or the Work-Life." Put briefly, Dr. Person asks, "Shall labor expend its surplus hours when young, or when old?" Dr. Person grants that industry can afford to shorten the work week and work day. "We are inclined to rush straight to the immediate benefits of the shorter work-day or shorter work-week; we should stop and consider the problems of old-age unemployment."

We believe that Dr. Person has raised an important point,

but we believe his opponent in the discussion, Elliot Dunlap Smith, was on firmer ground, nearer to the realities of human nature, when he questioned the right of any man to say how or when another man shall spend what he earns.

Labor is likely to question Dr. Person's thesis on other grounds. With modern industry overgeared as it is, can't we have both—a short work-week now, and security in old age tomorrow?

Union Movies The ill wind that blows nobody good was not the gusts of agitation which blew across Hollywood when the talkies came to town. Somebody besides the impresarios had to get the benefit, and it so happened that the talkies opened the long-closed door of opportunity to the Actors' Equity. It looks now as if Equity at last has a foothold in that stubborn industry of the Fairbankses and the Chaplins. At any rate, the Equity Ball at Los Angeles, January 31, was a huge success. A program committee with Lois Wilson as chairman, and Belle Bennett, May McAvoy, Irene Rich and Ruth Roland, must not be so bad; and a floor committee with romantic Conrad Nagel as chairman, and the Wolf, George Bancroft, Warner Baxter, Lon Chaney, Ronald Coleman, Douglas Fairbanks, Ralph Forbes, John Gilbert, William Haines, Lloyd Hughes, Rod La Rocque, Ramon Novarro, Conway Tearle and H. B. Warner, must surely evidence an amount of good will toward unionism in Hollywood. Marion Davies was the bright, particular performer of the evening. To tell the truth, a scrutiny of the lists of active actors does not show anybody of importance missing. Fifteen hundred members and their guests paid tribute to the Equity idea.

It won't be long now until we can go to the theatre and behold an all-union product.

Dangerous Survivals In any other but the confused age in which we find ourselves, all decent-minded citizens would rebel at the spectacle of a body of powerful interests combining to destroy the voluntary organizations of certain productive groups. Fifty years from now it will be incredible that enlightened America allowed the organized open-shop movement to persist. Already we have come to a stage of development in America, where the value of organization is generally recognized, where management engineers and absentee owners agree that the technical efficiency of industry is advanced through organization. In the face of this general opinion the open shop movement, secretive, and powerfully financed, dedicates itself to the destruction of unions, and consecrates itself to the folly of individual bargaining. In an age, where there is a common desire for more frankness in human relations, and more honesty in industrial relations, the open shop group employs spies, thugs, and organized a movement as secretive in character as the Ku Klux Klan. It seeks to influence the press, legislature, Congress and the courts in ways not above suspicion. And it carries on an organized assault on labor through the injunction process. There is no more rational justification for the open shop movement than there is for hoop skirts. It is a survival of an outworn age of industry, but that makes it the more dangerous.



WOMAN'S WORK



Big Industrial Show Displays Label Products

"* * * I couldn't get a word out of them. The business agent wouldn't tell me a thing. You'd think that labor organizations would want to give information to the newspapers so that their activities might be presented in a favorable light," said the young newspaper reporter. "Why is it that they are so suspicious?"

Well, labor organizations have learned from bitter experiences that big newspapers, like most big industrial enterprises, see the employer's side first and cannot be trusted, especially in a controversy, to present the union's activities in a favorable light. Their suspicion is the result of many unhappy experiences. That is why we have the labor press, labor radio station, labor speakers, and other channels of publicity, so that labor's side may be presented to the public without the distorting blue pencil of industrial lordship.

Perhaps it may be said that labor has not availed itself enough of modern facilities of advertising and publicity. But trade unionists are waking up to find that public sympathy is often there, and can be developed with some effort. Witness the splendid stand of the Allen A strikers at Kenosha, Wis. These hosiery workers, through an admirable presentation of the facts to the public, have virtually the whole town of Kenosha backing them in their fight. And that means a lot to them.

In Minneapolis, Minn., trade union auxiliaries are doing fine work against the unfair Dayton Co., a big department store which recently demonstrated, in no uncertain terms, its unsympathetic attitude toward organized labor. The auxiliaries have formed a council and not content with informing workers in general of the situation, are even sending speakers into the aristocratic women's clubs to spread the facts.

But a venture in publicity even more novel was instituted with great success in the city of St. Paul. This was the "Union Industrial Show," the first of its kind, and St. Paul unionists are enthusiastic over it, for the show not only attracted public interest of the most favorable kind but did wonders in creating friendly feeling among the various crafts.

Temple Becomes Bazaar

It was a big, exciting, entertaining week for organized labor in St. Paul. The labor temple was lined with booths showing union made products and demonstrating union workmanship. Fashion shows displayed union made wearing apparel for men and women. These were put on by the Fur Workers' and Garment Workers' unions, with the Stage Employees' union handling the spotlights in professional fashion. Union labels of the various crafts were flashed on the screen by a member of the Moving Picture Operators Union. Union musicians contributed spirited music; and in the refreshment room members of the Cooks' and Waiters' Union and the Beverage Workers' Union served the crowds with wholesome refreshments.

Everything in the show was union made and all services in getting up the big exposi-

tion were given by union members and their friends. Members of Electrical Workers' Union No. 110 gave generously of their time in wiring all the booths for the attractive ornamental lighting. Union painters decorated the hall. Approximately \$2,000 in prizes were given away at the show and every

article was union made or came from a union firm.

And did the public turn out for the show? They came in droves. The committee shortly regretted that they hadn't hired a larger hall. Every night during the week the crowd was larger until on the final night it was found necessary to open a number of other halls with counter attractions to prevent a jam. But if the people couldn't move about as freely as they wished to see all the exhibits, speakers were provided to give lectures on the union label and the labor movement for the entertainment and enlightenment of the visiting public.

Center of interest among the many valuable prizes given away at the exposition were a handsome Hudson seal fur coat, made by members of the Fur Workers Union, and a union made suit of men's clothes, both fine examples of union craftsmanship and style.

Now St. Paul unionists say they are very happy at the interest aroused by their show but they feel it is only a beginning. Says the Minnesota Union Advocate:—

"The successful start made by the Union Industrial Show to arouse interest in the union label movement and to acquaint the public with the necessity of demanding union-made products furnish a basis for effective continued effort along the same general lines; the exhibit had the effect of challenging the attention of the buying public—union and non-union.

"Something spectacular was needed to awaken the public and direct their attention to this vital question, but it is necessary now to continue the good work. Members of organized labor must not only demand union-made goods, but should carry this message to their friends.

Where Each May Help

"Here is one way that each individual can help to organize the workers; the insistent demand for the products of organized workers exerts a subtle influence in stimulating the demand for union labor and facilitates the organization of all wage workers.

"When the demand is made for union-labeled bread, or clothes, or shoes, or head-wear, it will not only stimulate a demand for union workers in these trades, but it reacts beneficially on all labor and extends the lines of unionism.

"While the union label performs a useful part in promoting unionism, the principle of supporting union labor extends to all union-made products. If you need a building worker or a metal worker it is just as vital that union labor be employed as when you buy products of the label trades. A little thoughtful and intelligent co-operation on the part of each will go far toward facilitating the work of organization."

It is easy in the world to live after the world's opinions; it is easy in solitude to live after our own; but the Great Man is he who in the midst of the crowd keeps with perfect sweetness the independence of solitude.—Emerson.



No wonder she looks happy in this smart leopard coat with seal collar and cuffs—all union made, by St. Paul Fur Workers!

PROUD OF AUXILIARY

"We are proud of our Auxiliary and have many a pleasant evening together," writes Press Secretary Charles Skinner, of L. U. No. 113, Colorado Springs Colo. "If your local hasn't one, you don't know what a good time you are missing, so get busy and organize one."

A WOMAN LOOKS AT BUILDINGS

It is so seldom that we hear from one of our women readers that this letter from Mrs. A. M. Lavendusky is most welcome. Here is someone else who thinks of a building in terms of the symphony of labor:

"Editor:

"I am obeying an oft recurring impulse in writing you to express my interest in the JOURNAL which you edit. I read it from 'kiver to kiver' each month. My communication will be of the dictated but not read variety. My status is nothing more than that of wife of a member of L. U. No. 716, of Houston, Tex. My interest in the labor movement is not dependent on that personal connection. Eugene V. Debs is to me a hero.

"The subject of the current issue of the JOURNAL interests me particularly, for I have been living for the past four years in a town that has devoted most of its time and energy and wealth to the business of building. Of course, one does not sit in the midst of activities without philosophizing, somewhat, on the reality of the actuality before one. The business of these builders around me appeals to my sense of humor—my, how busy they are building buildings—frame buildings, stone buildings, brick buildings—all kinds of buildings. One often hears the expression, 'Mr. Jones is building a building on Main Street.' Now really, isn't that funny? How can one stand and watch the construction of an edifice without seeing who is building it.

"Any human can dream a building that scratches the sky, but a god must build it. Every skyscraper is not mere material wealth, but it is a monument to the divinity of labor and the poetic nature of man. There is no expression of man more filled with harmony and color and life. It is a symphony so colossal that it escapes conception. The poet is no longer the prophet of labor, but the biographer. With what patience labor indulges the children of the earth. The thought has formed itself in my mind into libertine verse:

Buildings

"Buildings are piles of blocks, that are raised
By a power akin to that of a mother's hand,
Which helps a child to realize
His first whim of ambition.

"By accident they fall; perchance
In disappointment or in petty mood
Man flings the structures to the ground.
The power remains.

"This has been an unusual use of a morning hour, but it has been a pleasure. I hope I am not intruding.

"I wish you all the success in the world in your editing of so necessary an organ as the JOURNAL.

"Respectfully yours,

"(MRS. A. M.) OLIVE LAVENDUSKY."

If we are tempted to make war upon another nation, we shall remember that we are seeking to destroy an element of our own culture, and possibly its most important element. As long as war is regarded as wicked, it will always have its fascination. When it is looked upon as vulgar, it will cease to be popular.—
Oscar Wilde.

Rayon

offers
fabrics
to enliven
the Spring
Season

A smart topcoat
of rayon and wool
in tweed effect
is characteristic
of new styles in
distinguished
fabrics of rayon.
Pennell Crosby

Sportsweat—a charming
frock of Juillard's Creperie,
a 75% rayon fabric, presented
by the London Trades.

A new diagonal line
to slenderize the mature
woman is illustrated in
a dress of rayon and wool
flannel—right in navy blue.

FAB PHOTOS
Courtesy Rayon Institute

Insurance for Electrical Workers' Families

CLIMBS INTO POPULARITY CLASS

Over three hundred certificates of insurance under this group plan of insurance for the families of Electrical Workers have been issued to date, and each mail brings an increasing number of applications and inquiries.

Another family of five members—this one from Kansas City, Kansas—has been added to the list. The record of six members is still held by one family from Brooklyn, N. Y.

Members Themselves Not Eligible

Some of the members, realizing the advantage of low cost insurance, have made application for themselves, or have inquired if they were also eligible.

This particular kind of insurance is available **only** for the members of the families, and not for the Electrical Workers themselves.

There are many other kinds of life insurance offered by the Union Cooperative which can be obtained by the members themselves. The most popular kinds are the Straight Life, Twenty Payment Life, and Twenty Year Endowment; and the new Special Dollar Policy bids fair to be very popular.

Information as to the various kinds of insurance is gladly given to all inquirers.

Who is Eligible?

Immediate relatives of Electrical Workers are eligible for insurance under this plan. No medical examination is required, although of course in some cases it may be found necessary to reject an application because of the poor physical condition of the applicant.

Age Limits and Insurance Limits

Age limits—1 to 50 years.

Issued in units of \$250.00.

Limit of insurance for any one person:

Ages 1-5, inclusive—\$250.00.

Ages 6-50, inclusive—\$500.00.

Continuous Membership of Electrical Worker Not a Requirement

We have had many requests for information as to whether the Electrical Workers' Family Insurance would be dependent on the membership of the Electrical Worker through whom the insurance was obtained.

It is true that it can be obtained **only** through a member, but **once in force**, it is not dependent in any way on continuance of membership in the I. B. E. W.

Conversion Privilege

Where it is desired to change from this Electrical Workers' Family Policy to one of the individual policies carrying cash and loan values and other benefits not included in the low cost group policy, this conversion privilege is granted without the necessity of a physical examination.

Each Insured Person Receives a Certificate

The policy contract entered into by the Brotherhood is dated October 15, 1928.

Certificates to persons insured under this policy will

be dated the first or fifteenth of the month in which they are issued, according to the date of approval of the application by the Union Cooperative Insurance Association.

For example, if your application is approved on any date between the eighth and twenty-second, inclusive, of any month, the certificate will be dated the fifteenth of that month. If the application is approved on any date between the twenty-third of one month and seventh of the following month, inclusive, the certificate will be dated the first of the month.

Receipts issued for premium payments will show the date when the next premium payment is due. No additional premium notices will be sent.

What You Pay and How You Pay It

Cost per unit:

If paid annually, \$3.60.

Semi-annually, \$1.80.

Quarterly, 90 cents.

Monthly, 30 cents or "Penny a Day."

If possible the annual premium of \$3.60 for each \$250.00 of insurance desired should be enclosed with the application to avoid delay in issuing the insurance. The payment should be made by money order or check, as noted above, and cash should not be sent unless the letter is registered. On receipt of the application and money, the matter of issuing the certificates will be taken up as rapidly as possible. In case it is found necessary to reject the application, the money will immediately be returned to the applicant.

Where it is impossible for the applicant to pay the full annual premium in advance, the premium payment will be accepted on the semi-annual, quarterly, or even the monthly plan, but it is strongly urged that the premium be paid annually in advance. If two units, or \$500.00, of insurance are desired, merely double the amount of the remittance, sending \$7.20 to pay for \$500.00 of insurance for one year.

How the Plan Works

The procedure is for you to sign the application form, which is carried in each issue of the Electrical Workers' Journal and mail it direct to the **International Brotherhood of Electrical Workers**, Washington, D. C. Additional application forms for other members of the family will be mailed on request, or can be obtained from the local secretaries, as supplies have been sent them.

Money orders or checks payable to the International Brotherhood of Electrical Workers should accompany the application.

(See Reverse Side for Cost and Age Limits.)

APPLICATION FOR INSURANCE

ELECTRICAL WORKERS' FAMILY POLICY

UNION COOPERATIVE INSURANCE ASSOCIATION,
Washington, D. C.

I certify that I am the of a member
(Give relationship)

of the International Brotherhood of Electrical Workers, Local Union No., and I hereby apply for

units or \$ life insurance, and will pay \$ each
for same. (Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and no deformity, except

.....
(State any exceptions)

Date of Birth Occupation Race
(Month-Day-Year)

Birthplace Sex

Beneficiary Relationship
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary

My name is
(Print your name in full—not initials. If married use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is
(Street and number—City and State)

Date
(Signature in full)

Fill in this applicatoin and send to the International Brotherhood of Electrical Workers, Washington, D. C., with check or money order for the first year's premium.

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

QUESTIONS ON BACK HEREOF TO BE ANSWERED IF APPLICANT IS A MINOR

(Family Group Policy—Application Copyright, 1928, J. R. Biggs)

Cut Here

Cut Here

SUPPLEMENTAL QUESTIONS

Additional Information to be Furnished if Applicant is a Minor.

1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	

(Signature of Parent or Guardian)

NOTE: Age limits, 1 to 50 years.

Issued in units of \$250.00.

Limit of insurance for any one person:

Ages 1-5, inclusive—\$250.00.

Ages 6-50, inclusive—\$500.00.

Cost per unit:

If paid annually, \$3.60.

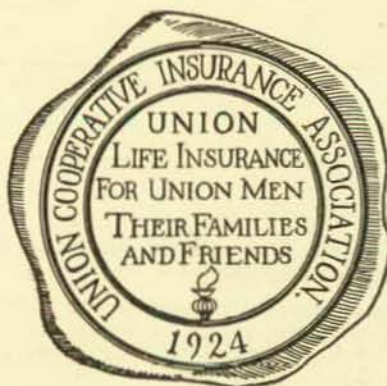
Semi-annually, \$1.80.

Quarterly, 90 cents.

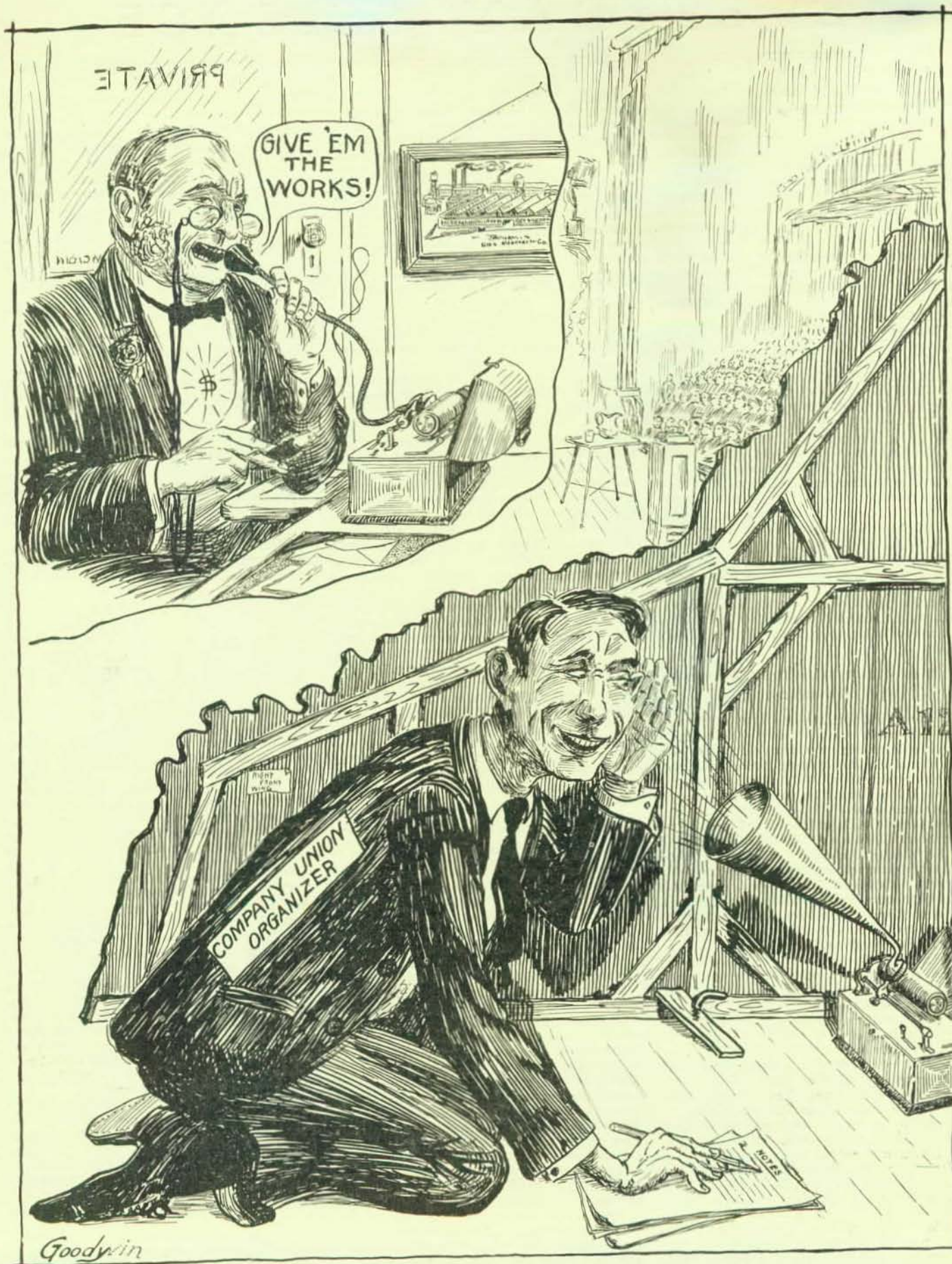
Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

Make Checks Payable to
INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS
 G. M. Bugniazet
 and Send with Application to the International Brotherhood of
 Electrical Workers, Washington, D. C.



HIS MASTER'S VOICE



EVERYDAY SCIENCE

Red Electric Rays Penetrate Fog and Darkness

Promises that ships may see through fogs, and airplanes through both fogs and clouds is seen in the latest development of electric science now under experiment in England where the inventor of television, John L. Baird, is giving demonstrations with the transmission of pictures by the employment of infra-red rays. He calls the process noctovision because the subject to be photographed sits in apparent darkness, but in reality the subject is directly in the glare of thousands of invisible infra-red notes of rays.

This invisible light will carry a perfect likeness, at present, for a distance of 200 miles, but should the subject be smoking a cigarette the smoke will not register at the other end of the line, because infra-red rays are not scattered by atmosphere. Ordinary light, rich in violet and ultraviolet beams, is dissipated by atmospheric conditions and hence cannot pierce fog, smoke or cloud for any great distance.

The commercial application of this new light-throwing process is, therefore, apparent. In aerial reconnaissance, for instance, the pilot readily may pick up a picture of a city through the use of plates sensitive to infra-red even though the pilot cannot see one iota of the location he is "shooting" at, owing to clouds or fog.

Similarly, if ships could be equipped with such apparatus a steady safe and fast course could be gaged even on the thickest nights.

Whole World Helps Build Electric Generators

In constructing a modern electric generator such as is used in central stations to furnish electricity to a large city, the whole world contributes material, collected from the four corners of the earth and brought to the United States by every known means of transportation.

Copper comes from Montana, South America, South Africa or Alaska, to be refined in New Jersey and drawn into wire in New York. This copper, in turn, is insulated with asbestos mined in Quebec and spun into fabric in some factory in the United States. Rubber from Singapore is mixed with French talc and sulphur from Italy or Texas and zinc oxide from Missouri.

Silk from China, Japan or Italy covers some of the wires, while others are taped with cotton from Texas, spun in North Carolina, woven in Rhode Island, and impregnated with water-proof material in New York, before going to the manufacturer to take its place in huge electric machines.

Copper coils, after being taped, are soaked in a compound of gum copal which comes from the Philippines, kauri from Indo-China, raw umber from Turkey, linseed oil (grown in Argentina and refined in New York), China oil, Georgia turpentine, and Oklahoma mineral oil.

Iron may come from Minnesota, smelted in Indiana with Michigan limestone by West Virginia coke. Bearings are made from East Indian tin, Chinese antimony and Alaska copper. The parts are soldered with a mixture of Colorado or Missouri lead and Milay tin. For finer work, shellac is used, composed of a gum deposited by tiny in-

sects on twigs of trees in India and dissolved in grain alcohol from Nebraska and wood alcohol from Michigan.

Transportation of all kinds is called upon to get this material to the point of manufacture—camels, elephants, llamas, buffalo, and pack-mules. Aerial tramways, ships, railroads, highway and foot trails have all been used to assemble these materials, to the end that people in the United States may have labors performed for them by an electrical giant.

30,000,000 K. V. A. Electric Generators In U. S.

According to the Electrical World, the installed capacity of electric generators in the United States, operated by 2,806 companies and municipalities at the present time, is almost 30,000,000 k. v. a. These companies also supply, in addition to their own customers, all the electrical energy used by 1,644 private and municipal systems which have no generating capacity of their own.

Of the 4,450 systems in all, 2,477 are rated as private commercial and 1,973 as municipal, although the total generator capacity of the municipal plants is relatively small.

New England reports a total of 326 operating systems, of which 252 are private and 74 municipal. Of this total, 178 generate all or part of their energy, and 148 purchase all their energy. The total generator capacity for New England is given as 2,396,000 k. v. a., out of 29,629,000 k. v. a. for the whole country. Massachusetts leads with 1,185,000; Connecticut is second with 531,000.

The Middle Atlantic section, consisting of New York, New Jersey and Pennsylvania, is credited with 7,191,000 k. v. a., the largest of any group in the United States. The East North Central group, composed of Ohio, Indiana, Illinois, Michigan and Wisconsin, is second with a total of 7,083,000 k. v. a. The Pacific states—Washington, Oregon and California—have a total combined capacity of 3,372,000 k. v. a.

One Man Operates Street Railway Power System

Cincinnati's street railway company is to have a complete automatic power system, so arranged with safety and duplicate facilities as to make it also impossible to create a condition which would prevent the cars from operating because of power failure.

One man controls the whole system from a central point and without human assistants.

This system, involving electrical apparatus with a total rating of nearly 30,000 kilowatts, will receive its power from a local power company and distribute it to the street cars by means of nineteen automatic substations without the aid of a single human attendant. Each station is automatic in all respects. No attendants are required and doors are locked from the outside. Whenever a demand for power arises at any point as represented by cars operating on some part of the system, the station serving the proper area will commence operation and continue to deliver power so long as the load demand exists, after which it will shut down and wait until it is again called upon to function. Should any one of the feeder circuits develop faults during operation, that will be cleared automatically and, after the fault has been removed, it will automatically reclose. The station

will also protect itself automatically against all other irregularities. By this arrangement each station becomes a responsible and dependable element in the system delivering power whenever required to do so, and continually checking up automatically for any unusual conditions against which it may be necessary to protect itself.

The stations are located at strategic points designed to serve not only the present population, but anticipated future growth as well.

Coal Processing Sees Great Changes

We have only recently begun to realize that coal is a raw material as well as a fuel, Horace C. Porter, consulting chemical engineer, of Philadelphia, Pa., declares. So far as America is concerned the development of coal-processing, except by the coke-oven method, has been begun and fostered within a period considerably less than 25 years.

We may go further and say that even the now highly developed and successful industry of by-product coking has, in this country only within the last 25 years been put upon a firm footing of sound engineering and commercial principles, leading to success.

"Previous to that time coal was looked upon very generally as a material only for the production of heat and power, one to be the easiest way, and with little or no re-burned for what heat it could produce, in regard for possible by-product values.

"Twenty-five years ago, less than 1 per cent of the coal produced was made into by-product coke and about an equal amount was distilled for city gas. The by-products obtained were almost a drug on the market. No other coal processing was even attempted.

"At the present time, by-product coking and the gas industry's use of 12 to 13 per cent of our coal supply, with annual sales of by-products amounting to over \$150,000,000, are all exceedingly important exponents commercially of the processing of coal. No other phases, as far as commercial development is concerned, are yet in the same class.

"The great accomplishment in these fields in the last 25 years has been the successful demonstration of the superiority of by-product oven coke over beehive coke for metallurgical use, owing to its uniformity, reliability, and susceptibility to quality control in manufacture.

"In 1926, the pig iron industry of the country used 42,500,000 tons of coke and approximately 80 to 85 per cent of it was by-product coke. Twenty-five years ago 5 per cent was by-product coke; fourteen years ago, 20 per cent. The total coke for all purposes produced in 1926 was 56,036,000 tons and 79.5 per cent was by-product.

"These figures are ample evidence of the favor now accorded by iron makers to by-product coke and of the almost complete reversal of their stand on this in 25 years. The by-product coke industry deserves much credit for this accomplishment which it has brought about by systematic and scientific study of requirements and how to meet them."

If I had all the Mothers I ever saw to choose from, I would have chosen you my Mother.—*Carlyle*.

CONSTRUCTIVE HINTS

SHORT CIRCUIT OF FEEDER

In case the feeder is short-circuited, the impedance of the regulator decreases due to over-saturation of the core, and the only protection is the line fuse. The primary of the regulator should, however, in no case be fused separately.

Motor

In case of trouble with the motor, it may be removed for repairs or a new motor may be mounted without removing the regulator from the pole. In order to remove the motor, proceed as follows:

1. Disconnect the leads at the two motor terminals.

2. Unscrew the four screws holding the motor to its support. These screws are made with special extension to prevent falling out and are to be lifted out with the motor.

3. Remove the two screws from the gear cap and the two screws for the outboard bearing.

In mounting a motor, special care should be taken to see that it is lined up properly so as to run freely. If necessary, use shims under the outboard bearing.

Regulation

If the regulator does not maintain the voltage for which it was originally adjusted, look for the following causes:

1. Nets for adjusting the helical spring of the balance arm may be loose.

2. Friction in dashpot may be high, due to dirty or heavy oil.

3. Insufficient damping due to lack of oil.

4. Triggers and pawls may be worn so as not to trip properly.

5. Triggers and pawls may have weak springs and may not move freely.

6. Trip pins on the balance arm may be loose and may have shifted.

7. Regulator will boost but not lower or vice versa. This may be due to trouble with the limiting device binding.

Complaints

In case of trouble a full and detailed report, giving the rating and serial number of the apparatus and the nature and cause of the trouble, should be sent to the nearest district office.

Starting. Shift the brushes back in the direction of motor rotation to "low" position. Using the average load which the motor will have to start, close the line switch and shift the brushes in the opposite direction to the desired motor rotation until the motor starts up the load in less than 30 seconds. Mark this position as starting position on the indicating dial attached to the top half enclosing cover.

Bring the brushes to the starting position and close the line switch. Shift the brushes to the proper speed position.

Stopping. Open the line switch. (Return the brushes to the starting position.)

At standstill the motor should always be disconnected from the line, otherwise the commutator will be burned.

Care

To insure the best operation make a systematic inspection at least once a week. Give the following special attention:

Cleanliness. Keep both the exterior and interior of the motor free from water, oil, or dirt. Wipe the exterior and clean the interior by compressed air or a small bellows.

Bearings. Prevent excessive heating and wear of all bearings by proper lubrication, belt tension, and alignment. When the minimum air gap gauge, which may be obtained from the company, does not enter freely at all points replace the bearings.

Oil Wells. Fill the oil wells through the oil fillers with a good quality of clean, light mineral oil to the top of the oil fillers. To avoid incorrect oil level never oil the motor when it is running. After the motor has operated the first week, draw off the oil, pour fresh oil or kerosene through the bearings to wash out all sediment. Then refill. Before replacing the drainage plugs dip them in a mixture of red lead and shellac, then replace, and tighten securely to prevent leakage. Refill the bearings at regular intervals, the frequency depending upon local conditions, such as severity of continuity of service, cleanliness, etc. Bearing troubles are most apt to occur when bearings are first put in service. By observing the above instructions longer life of bearings is assured.

Brushes. See that the brushes move freely in the holders and at the same time make firm contact with commutator. The pressure should be two pounds per square inch. Keep an extra set on hand. Fit the new brushes carefully to the commutator.

Brush Shifting Mechanism. To permit proper setting of brushes for various speeds, a friction washer is placed between the brush yoke and the shoulder on the end shield, tension being obtained by means of a retaining washer back of the brush yoke. Care should be taken to see that the screws which hold this retaining washer in place are just tight enough to produce a friction sufficient to hold the brush yoke from shifting of its own accord.

Commutator. Keep the commutator clean and maintain its polished surface. Ordinarily the commutator will only require occasional wiping with a piece of canvas or non-linting substance.

Heating. Do not depend on the hand to determine the temperature of a motor; use a thermometer. If there is any doubt about the safe operating temperature, take the temperature of the windings and confer with the nearest office of the company. Give full details.

Supplies. When ordering supplies, state the quantity desired. The model or serial number (preferably both) of the motor should be given. These numbers appear on the motor name plate.

SQUIRREL CAGE INDUCTION MOTORS

Type KT, or Type I Form K, 3-phase.

Type KQ, or Type IQ Form K, 2-phase.

Operation

Before starting the motor for the first time—

1. See that the voltage on motor nameplate corresponds with the line voltage.

2. Check all connections to the motor with the wiring diagrams.

3. Make sure that the oil plugs are tight

and that the oil wells are filled with a good grade of light mineral oil to the top of the oil fillers.

4. Remove all external load if possible and turn the rotor by hand to see that it rotates freely.

Before putting the motor in service it is desirable to operate without load long enough to determine that there is no unusual localized heating.

Starting. Without compensator—close the starting device.

With compensator—move the compensator switch lever to the starting position and when the motor comes up to speed (in about 5 to 20 seconds) throw the lever quickly to the running position.

Stopping. Without compensator—open the starting device.

With compensator—trip the under-voltage release by the lever at the left, or by means of the push-button on the front of the case; this returns the compensator switch to the "off" position.

Care

To insure the best operation make a systematic inspection at least once a week. Give the following points special attention:

Cleanliness. Keep both the interior and exterior of the motor free from water, oil, or dirt. Wipe the exterior and clean the interior by compressed air or a small bellows.

Bearings. Prevent excessive heating and wear of all bearings by proper lubrication, belt tension, and alignment. When the minimum air-gap gauge, which may be obtained from the company, does not enter freely at all points, replace the bearings.

Oil Wells. Fill the oil wells through the oil fillers with a good grade of light mineral oil (not vegetable or animal oil) to the top of the oil fillers. To avoid incorrect oil level, never oil the motor when running. After the motor has operated the first week, draw off the oil and pour fresh oil or kerosene through the bearings to wash out all sediment. Then refill. Before replacing the drainage plugs, dip them in a mixture of red lead and shellac, then replace and tighten securely to prevent leakage. Refill the bearings at regular intervals, the frequency depending upon the local conditions, such as severity or continuity of service, cleanliness, etc.

Heating. Do not depend on the hand to determine the temperature of the motor; use a thermometer. If there is any doubt about safe operating temperature take the temperature of the windings and confer with the nearest office of the Company. Give full details.

Supplies

When ordering parts, give description and catalog numbers from the part nameplate and state quantity desired; also give the nameplate rating and serial number of the motor. If model number appears on the nameplate, give description and state quantity of parts desired, together with the nameplate rating and model number of the motor.

"How strange," I said to one I saw,
"You quite upset our every law.
However can you get along
So systematically wrong?"

—The Bab Ballads.

On every job—

There's a laugh or two!

Oh, boy, we sure do feel flattered, this column is swamped with contributions (heh, heh!) and we had to ask the Editor for some more space and even then some of them will have to wait till next time. Keep it up, buddies, we're just getting up steam.

Here's a Detroit Brother, who signs himself Brother 636,696, of Local 17, trying to bust into our gang of rambling rhymsters.

A Challenge to the Duke

This first will introduce me, I suppose 'twill be a fluke,
But I really must write something, to try and rank with Duke.

I can't expect to beat him the first time that I try,
But remember that old saying, the time is bound to fly.

So, when Duke is old and feeble, we'll have a battle then,
To see who is the master, and who controls the pen.

To Duke this is a challenge, although I know he'll lose,
For when he reads this crazy stuff, he's bound to get the blues.

Well, better be patient, Brother 636,696, because the Duke of Toledo will take some poeiming to beat and he's feeling far from feeble, as attested by this latest effort, which ought to interest the women particularly

Mr. Elec Tricity

My name is Elec Tricity, my brothers are Ampere and Watt;
Brought in from the storm by Franklin when I was merely a tot.
Since then I am a servant, and to serve you is my lot.
I am a dream of Thomas Edison, materialized in thought.

He helped me with my problems at the start of my career,
And by wire he has assisted me in duties far and near.
He took me to his work-shop and we worked there day and night;
When life was at its darkest, then Tom showed me the light.

I'm doing chores for millions now, and am always in demand;
The destruction of an army is now at my command.
I specialize in a thousand things, and am an expert in them all;
I can lighten all your burdens, no matter how big or small.

Let me be your iceman, or perhaps I can sweep your floors?
I can wash or do the ironing and many other kitchen chores.
I am handy in the pantry; I do most everything out here;
I am welcome at the mirror; I marcel and curl your hair.

I can wash your dinner dishes or prepare your evening meal,
And relieve you of that feeling of fatigue you used to feel;

I can fry that egg, toast that bread, percolate your favorite brew,
Or clean that rug you thought was old and make it look like new.

I announce all of your visitors by a button at your door,
And carry your voice by telephone a thousand miles or more.
I light your home, I run your car, and control the ether wave;
Bring a smile of satisfaction, by the many steps you save.

I even wind the family clock, and help the madam sew;
Without my help and energy there'd be no picture show.
I cool your brow in summer's heat, by the spinning of a fan;
And in winter heat your home without the ash or coal man.

I can peel those potatoes, stir that pudding or bake that cake,
And brown that crisp old pie crust like mother used to make.
I have been an aid to doctors, through my agent, Violet Ray;
I am just a friend to all mankind, and I am here to stay.

THE DUKE OF TOLEDO.

Oggie, laid up with the flu, had time to polish off an entertaining story, which we sure appreciate, and hope you are O. K. now, ol' kid.

We All Know Him

A college guy told me one day, most all the terms in use were named in honor of some gink who helped discover juice. I pondered often, frequently, while working with the tools, of amperes, ergs and ohms and such, of farads, watts and goules.

How nice, quoth I, quite absently, if I should meet old Volt(a)—and then real unexpectedly, he met me with a jolt! His friend, old Ampere was along, with lots of Watts on cycles; and when you meet 'em just this way, they do not deal in trifles.

Old Volt himself was not so tough, but Ampere had a kick, while Watts helped out his little bit and socked me neat and quick. Impedance, now, it wasn't there, but Ohm was there instead. So I reacted right away and landed on my head.

I got myself up off the floor real sad, with thoughts reflectful, that should I meet old Volt again, I'd use him most respectful. I'll put on gloves and watch my foot, or I will lay quite lateral and when you guys the flowers bring, you'll say, "Don't he look natural?"

OGGIE,

L. U. No. 1099, Oil City, Pa.

L. F. Clark of Harrisburg thinks we ought to have a few jokes in this column so he dusted off this one and sent it in:

First Darcy—"What fo' you name yo baby 'Electricity,' Mose?"

Second Darcy—"Well, mah name am Mose, and mah wife's name am Dinah, and if Dinah-Mose don't make electricity, what does dey make?"

Mustn't forget the linemen, here's a lyric for them by John F. Masterson of Local No. 39.

The Lineman's Reward

Come Linemen, awhile to pleasure spare,
And quit your climbing and your care,
Put away the tools, you're showing signs of tire,
Your work is done, the juice flows on the wire.

Fate hereafter shall your steps attend,
A toil-worn rest, who whitherward wend.
A haven, in a settled city up the line,
Give ear and learn your hopes and mine.
It's a city where life indeed was made,
By the faithful union-workman's aid.

'Tis unknown land 'neath an alien sky,
A land of love, our destined home on high.
Where stretched at random on a beach we'll lay,

Close by silver water, in a sheltered bay;
We'll rest the limbs of a toil-worn crew,
'Till sleep steals o'er us, and sheds her dew.
While shadows round us wax and wane,
A wealth of lights will adorn the main.
Whose lamps are full with beams of light,
This happy place, their birth delight.

Where the labors of each craftsman's hand,
Are nowhere rivalled:—that's the land
Of the happy, free; when destinies are o'er;
The rest is won, no places to explore.
No lefty cedars pointing to the skies,
Will stand in line, to waver in surprise.
No stately staffs will hold the wire,
No cross-arms will nurse the inner fire—
So let posterity its pains employ,
To win renown like us, and joy.

JOHN F. MASTERSON,
Local Union No. 39.

A defense of that romantic vagabond, the Boomer—"here today and gone tomorrow"—by P. J. Anderson of Local No. 401, is right welcome:

The Boomer

This world is hunky dory.
And they tell you all to smile;
The old adage in its glory
Tells of the man worth while.

A smile, it may be catching,
But it never caught a job—
When you're hungry, cold and scratching,
And living mighty hard;
You meet a smiling Brother,
On him you put the bee;
But you are just another
Of those boomers for him to flee.

His job is sure in danger,
If he gives you the glad hand—
A Brother, but a stranger,
So his smile is not so grand.

He never thinks how often,
If a boomer never boomed,
On the streets he'd be walking,
And in his turn be doomed.

For the locals would be crowded
With the home guards all the time;
And his smile it would be clouded,
When work was hard to find.

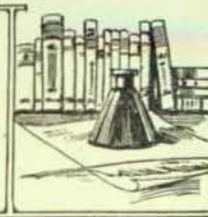
So, Brother, keep on smiling,
When you meet me on the road;
Dig deep and cut out piling—
You're safer when you are owed

By a boomer that is booming;
He will soon be on his way,
For I never saw a boomer
Find a place where he would stay.

Gosh, it sure was sad, says Tom O'Brien of Local No. 9, Chicago, I saw a man sit in his car for three hours in front of an excavation waiting for the light to turn green.



CORRESPONDENCE



PENNSYLVANIA STATE ELECTRICAL WORKERS ASSOCIATION

Editor:

Our old reliable war horse, Brother W. F. Barber, has been carrying the load of unofficial correspondent for the Pennsylvania State Electrical Workers Association manfully month by month and his faithful and untiring efforts have brought our name to the front of the correspondence section every month, as the Brothers all over the jurisdiction know by this time.

I will, however, try to give the membership a little news of a different nature this month that I trust will be of passing interest. Since its inception the association has been pledged to a licensing act for electrical journeymen, and coincident with our efforts the Pennsylvania State Electrical Contractors' Association has also been active in trying to draft a similar act to license electrical contractors and supervising officials. Overtures have been made by both parties for mutual support but as yet we have been unable to combine our efforts satisfactorily. As the case now stands the contractors have their bill presented to the state legislature and we have not, but Brothers Fowler, Falls, and the writer, who compose the legislative committee, have been given assurance that we are in a position to force the inclusion of the journeyman's license or stop the passage of the contractors' act.

There is a garnishee bill up at the present session which we are, of course, opposing, and the carpenters' state organization has presented a very good bill asking that contractors furnish bonds on all jobs covering the payments of wages earned. We are supporting this as the Philadelphia lawyers have found a way to beat the old mechanic's lien law and in several cases our members have lost their earned wages from irresponsible contractors.

The Pennsylvania State Federation of Labor's annual convention has been moved ahead this year to April 2, so that it will be in session before the state legislature adjourns, and every effort will be put forth to impress upon our representatives the strength organized labor has and the justice of their demands.

President Casey also informs us that in the very near future he will call a conference of the building trades in the state to study the 1929 building program with the view of using every means at our command to create a union scale of wages on all state operations and private operations where possible.

Our next semi-annual convention will be held in Harrisburg in May and the writer understands that several important amendments to the by-laws are considered.

In the next issue it is expected further developments can be reported on legislative matters.

L. F. CLARK,
Secretary-Treasurer.

In memory, my Mother stands apart from all others, wiser, purer, doing more, and living better, than any other woman.—*Alice Cary.*

READ

Is overtime an unmixed blessing?
By L. U. No. 948.

Pennsylvania State faces problems frankly.

What the Illinois State Association has done for electrical workers,
by L. U. No. 193.

Kansas City boosts education at a merry banquet, by L. U. No. 124.
The work of legislative committees, by L. U. No. 292.

Colorado Springs thinks well of its auxiliary, by L. U. No. 113.

San Diego sponsors move to end joblessness, by L. U. No. 569.

Richmond walks alone, by L. U. No. 302.

Why not a union of employers?
By L. U. No. 494.

Hartford anticipates progress, by L. U. No. 35.

Sound sense from Cleveland, by L. U. No. 39.

Louisville takes a fall out of the Open Shop, by L. U. No. 369.

Inspection measures in New York, by L. U. No. 696.

Organization goes forward in Canada, by L. U. No. 230.

Dangerous Dan again appears, by L. U. No. 340.

Allentown advances, by L. U. No. 375.

Portland's new home, by L. U. No. 567.

And many others. These could not be better if we had paid for them.

POTRERILLOS, CHILE, S. A.

Editor:

I shall make another try at a letter to the JOURNAL. The last attempt got shorted out some way.

I'll give you a brief description of this camp. The mine is located at an altitude of 10,000 feet above sea-level, and is connected with mills and smelter by an electric railway. This railway is about five miles long and uses the third-rail system with 600 volts direct current.

Potreriillos, where the reduction plant is located, is situated on a bench 9,500 feet above sea-level. The climate is dry, very dry, even drier than that. It rains a real rain once in 10 years, whether they need it or not. If they have any snow during the winter, it generally comes sometime around the fourth of July. If sunshine 360 days out of the year, warm days and cold nights almost the year around, can be called a fine climate, then we have it here.

They have both sulphide and oxide ore. The sulphide is milled with Marcey ball mills. The mill has a capacity of over 15,000 tons of ore per 24 hours. The flotation process is used for concentrating the mineral. The sulphur is extracted from a part of these concentrates, to make sulphuric acid, which is used in the leaching of the oxide ores. The copper is extracted from the solution by the

electrolytic process. After sheets of copper are taken from the bath they are sent to the refining furnace, where they are smelted and refined by the use of green poles and charcoal. It is then poured into wire bars, about three and one-half feet long, by four inches square; these are tapered at both ends, ready for the wire mills. The copper treated in this manner is about 99.98 per cent pure. The sulphide concentrates after it has been roasted is called calcine. It is as fine as flour and of a greyish black color. This is dumped into the reverberatory furnace. Here it is smelted and the slag drawn off, then taken to the converters where more impurities are blown off. From the converters it is taken to the casting furnace, then poured into slabs 16 by 28 inches and about three inches thick. This is called blister copper and is refined in the states.

The living conditions in Potrerillos are about the best of any camp in South America. But even with that the life becomes very monotonous at times. We have a dance once a month and motion pictures every night. That is about the extent of our amusement, so if you are looking for a gay life don't come to Potrerillos.

Barquito is the company's port on the Pacific. It is across the bay from the older town of Chanaral. Barquito and Potrerillos are connected by a meter gauge railway about 100 miles in length. Here in Barquito is located a 28,000 K.V.A. steam plant, which furnishes power for the mills and mine. There is also a 6,000 K. V. A. steam plant at Potrerillos operated from the waste heat from the reverberatory furnaces, and a small waterpower plant of 1,500 K.W. on the pipe line that furnishes water for works. This pipe line is 36 inches in diameter and 55 kilometers long. Its source is La Ola River at an altitude of 11,500 feet.

The company employs about 5,500 people and sustains a population of about 10,000. All the employees from the states are employed in New York under three year contracts. The houses furnished for the contract employees are four, five and six room duplexes and single houses built of concrete and adobe. The concrete represents the newer type.

From Valparaiso north, except for a few irrigated valleys, the country is very barren and rough, although the nitrate fields are level for miles, but even more barren. For strange as it may seem, the place where the best fertilizer in the world comes from plant life is almost unknown. Even right along the coast there is very little vegetation. The climate on pampas between the coast range and Andes is fine in the winter but rather hot in summer. Along the coast it is ideal the year around, as the Humboldt current strikes the coast about Valparaiso and flows north. This cold current is the cause of the barrenness of the country and the fine climate along the coast.

The southern part of the country is the opposite. The further south one goes the heavier the rain falls and the vegetation. There you find pretty gardens and farms that still use oxen to plow with and draw the big, lumbering two-wheel carts. The Chilean cowboy (Huaso) is as picturesque in his own way as our own. With his flat-

topped, broad-brimmed hat with the long chin cord, his big loose poncho, extra high-top boots and spurs with rowels as large as saucers. His saddle is made up of many layers of folded blankets, sheepskins with the wool on, then the saddle proper made of a soft, fancy stamped leather with silver trappings. The only way you can tell which is front or back is to look at the fancy hand carved wooden stirrups, which look like the front half of a fancy wooden shoe.

Before I close I would like to insert greetings to the boys of Locals No. 48, No. 72, No. 970, No. 59 and No. 1086. Would like to hear from some of them, as I still have six months of my three-year contract to do yet.

Oh, here is one for the joke column, pulled by our neighbor's little boy. Dickie has spent three of his four years of life in this desert country, where good milch cows are as scarce as hen's teeth. The other day while watching his mother open a fresh can of milk for his Post Toasties, he said: "Mother, where do we get milk from?" "Why, from a cow, Dickie." "Well, Mother, does she lay the whole can?"

EVERETT MOORE.
Care of A. C. M. C.,
Chanaral, Chile, South America.

L. U. NO. 18, LOS ANGELES, CALIF. Editor:

Everything around Los Angeles is going along nicely, only jobs are rather scarce, and there seems to be more than the ordinary number of tourist linemen this winter. One reason for that may be the news of the passage of the Boulder Dam Bill, but there will not be any work started until after ratification of the states compact, by six of the seven states involved, which has not as yet been completed, although it is expected that ratification will be completed in the near future. Even then it will be quite some time before any actual work is started, and the San Gabriel flood control dam, which has been so widely heralded through the newspapers, and on which work has been started, is not such a big job as some people think, and there are about six men to every job, already here. So Brothers, if you are fortunate enough to have a job where you are, you had better stay there for awhile yet, at least until there are some jobs really in sight. Don't be misled by the usual fat job propaganda of the Chamber of Commerce because there are no fat jobs here, and very few of any kind. The Municipal Light and Power Bureau here are laying off some men, so that will not make the job situation any better.

Local Union No. 18 has been having remarkable success in organizing, and we expect to make still further progress, and to be able to extend our activities beyond our own jurisdiction, and be able to give the Brothers of the surrounding locals a helping hand. The locals on the coast will likely hear from us further on this in the near future. Let us be awake to the issue, Brother linemen on the Pacific Coast ought to be getting \$10 per day, and only working five days a week. Just think of it, \$50 smackers for a five-day week could be considered a fair wage. The general prosperity of the electrical industry warrants it and the only reason we are not getting it is because we are not properly organized. If a man handling cold bricks is worth \$10 or \$12 a day, what think ye of a man handling hot wires? Figure for yourself the difference between what you are getting now, and even \$10 a day, and see how much you are being beaten out of.

Local Union No. 18 is publishing a local paper of its own, and we expect to keep it in the field at least until after the spring municipal elections. The name of our paper is the "Transformer" and it is hooked up to

step up the wages of the electrical workers in this locality, and to better working conditions.

Since our schedule of wages, rating linemen at \$8.50 per day went into effect the first of last November, I understand the two privately owned light and power companies have made slight increases in pay to some of their employees. So it all helps a little, even though we sometimes can't see it plain enough to entice some of the nons to acquire the necessary credentials to become a real electrical worker as they are known in the Brotherhood.

LEAL LENNERT.

L. U. NO. 26, WASHINGTON, D. C. Editor:

Governmental Branch

With the installation of new officers in January, the Governmental Branch of Local No. 26 began the second year of its existence.

Looking back over its first year with reason for satisfaction, its members see even better times ahead. In view of the fact that it draws most of its members from Uncle Sam's big naval gun factory, practically every branch of the electrical business is represented.

Since Congress has decided to put our navy back on the map, the naval plant in Washington will soon be increasing its personnel. This naturally portends an increase in membership which should brighten its prospects for attaining the objects for which it was organized.

The pioneers in any enterprise are an important force in its success. The local was fortunate in the selection of its first officers. No better leader could have been chosen than its first president, Earl Griggs.

At the February meeting Brother Griggs gave a brief but interesting talk on "Chrome Plating," which was so well received that it is planned to devote a part of each future meeting to a discussion of some phase of the work.

NORMAN L. COOPER.

L. U. NO. 31, DULUTH, MINN. Editor:

Who ever heard tell of or read any news in the WORKER from L. U. No. 31?

Well, we are here at the head of the lakes and if no one has heard about us, it is just too bad, cause we really have deserved some publicity in our earnest efforts for the cause.

A little late perhaps with the news, but the following is the result of our election in January:

President, E. G. Erickson; vice president, Daniel Wright; record secretary, Earl Woollette; financial secretary, George Stock; treasurer, William Gooder; foreman, Earl Sawyer; first inspector, John Greenwood; second inspector, Harry Viking; trustees, George Holden, John Johnson; press secretary, E. G. Erickson.

For all the above-named officers, with perhaps the exception of the president and press secretary, no eulogy is needed. They are union men, not merely card men, and we badly need real union men in this city.

We have been up against conditions here that I dare say are unequaled in any other city in the country.

We have here the worst enemy of organized labor, a steel plant of the United States Steel Company.

Nearby we have the great open pit iron ore mines, and also high grade ore underground mines.

It is claimed that the steel company have conditions so well in hand that their em-

ployees do not even dare whisper organization for fear of losing their jobs.

Picture then several other organizations, like the Chamber of Commerce, the Citizens' Alliance, and the Commercial Club, also one of the largest wholesale hardware firms in the northwest. Picture, if you please, a handful of loyal union men, with their backs to the wall, fighting for conditions, for a living wage, against such unscrupulous firms and organizations as above mentioned.

Merchants are beginning to see the folly of the low wage policy, but they dare not express their views for fear of the bankers and wholesalers, who would freeze them out immediately if they endorsed closed shop conditions.

Construction is at a standstill. Business is stagnant, and I believe we are entering a new era. It has been said, "When you get to the bottom there is only one direction to go and that is up."

This year L. U. No. 31 has succeeded in having an agreement signed by one of the largest electrical contractors in the city, and it is my hope and belief that by our members co-operating and helping in every way possible to "pull" for the shops that are signed up we will gradually make some of our notorious open shops take notice.

We are looking forward to a fairly busy year. Uncle Sam is building a new post office, as a starter, and several other good-sized jobs are in sight.

Brothers, when everything looks tough and work is scarce, all we have to do up here is let our imagination take wings and picture the "deep water way" making Duluth an ocean port. That is always a happy thought and we dream of prosperity.

Let this be sufficient for the first attempt—"you ain't heard nothin' yet."

E. G. ERICKSEN.

L. U. NO. 35, HARTFORD, CONN. Editor:

Feeling very much satisfied and encouraged when we received our January issue of the WORKER in finding a picture of our new Labor Temple, and also the very large space that we were allotted for our write-up, I am taking this opportunity of thanking you.

In addition, I would like to comment upon some of the contents of the January issue. First of all, I wish to congratulate International Vice President H. H. Broach on the article in the WORKER, which was a copy of an address he broadcasted over the radio in New York City. It was a wonderful piece of work and I hope the results which the speaker wished to obtain will be more than realized.

Next, Local No. 17, of Detroit, should be commended on the beautiful home that they have realized through the efforts of their organization.

The school which Local No. 28, of Baltimore, mentions in this issue, is something which every local union should have in operation. Because the largest percentage of the membership of every local union (I am sorry to say) are sadly in need of education in the trade that makes it possible for them to make a livelihood.

We had a school in operation some years ago. For some time past the executive board have been collecting data to start a new school which will be a real education to every mechanic and helper.

Little Boy 1929 is just starting out on his life's journey and we hope to realize some very fine changes in the city of Hartford before he becomes an old man, December 31. A few of these changes that we expect will be a little increase of \$1.00 a day and possibly a five-day week. Most of all, a much better revised electrical code. Our secre-

tary, Leonard J. Wylie, a hard worker who always has his shoulder to the wheel, is the journeyman examiner on the electrical board of the city of Hartford. This board has been accomplishing very good results in the short time that it has been in operation. The board is giving a very good examination for master electricians, commonly known as "contractors." They have also installed a city ordinance, compelling all journeymen to carry licenses. So that any electrician who receives one now is a mechanic or a "master." This is eliminating those who are not qualified from doing our work, as has been the practice in the past. Arrangements were made, so that all members of Local No. 35 received theirs without examinations. After a revised code has been placed in effect, conditions, which have always been fairly good, will be 100 per cent better and will give considerably more work in the city of Hartford.

WILLIAM F. STEINMILLER.

L. U. NO. 39, CLEVELAND, OHIO

Editor:

Why do we talk things over personally? Well, Brothers, I suppose that the same things are on your mind as on mine when you finish reading each issue of your JOURNAL, and we are all proud to think that we are in a certain degree responsible for such a wide-awake publication. So getting back to the subject, it is the purpose of this article, if it can be termed as such, to get each member to realize the importance of his organization. The writer feels that this can best be achieved by constructive criticism. Every one has had the experience of hearing the usual outside talk that takes place immediately after each meeting. We hear the "ifs, whys and hows" of how things should be done. I think we are all of the same opinion and will agree that we are not harboring thoughts that are intended to reach that stage called "perfection." When this stage is reached our object has outlived its usefulness. Therefore, whatever our present or future aspect of things are, they are along such lines that it is possible to reach by our human effort. We have heard many outside suggestions as to how we should conduct matters. Those who do not attend meetings do not help matters by criticising the actions of those who were present and vice versa. This should be thought over by all. Neither party is helping themselves or their cause by this process unless their criticism is of a "constructive" nature. I happened to run across the logic below which fits in this instance and will be appreciated by every one that has the organization at heart:

"When private men shall act with original views, the lustre will be transferred from the actions of kings to those of gentlemen."
—Ralph Waldo Emerson.

"A stranger tomorrow may say with masterly good sense precisely what we have thought and felt, and we shall be forced to accept with shame our own opinions from another."
—Ralph Waldo Emerson.

Practically every organization is suffering from the same effect which is largely attributed to "lack of interest" which the attendance shows. It is every one's duty to see that their organization functions as our fathers and forefathers intended. The younger element have been criticised for their lack of interest; if they are not interested it must be because they have not been informed of the sacrifices that were necessary to make this and all organizations possible. Let them know. Let's all try to make our organization a little better. This is not a personal matter, because we

have only one reason for being organized and that is to solve the problem pertaining to our

Common Interest

Our "common interest" in a majority of cases evolves about the same. There are certain requirements that must be met that are necessary to our health, happiness and prosperity. It does not require a college education to come intelligently to a conclusion and each organization must work out its own requirements that best suits its needs. Only those who do not have to depend upon their daily labor can reasonably let their organization go unattended. Will the time ever come when we shall be too weak to carry out "the courage of our convictions"? One of the champions of human progress, President Theodore Roosevelt, had a very logical view of the reward he received for the public good he was able to do, which was: "Fighting for the things worth while is the greatest sport this world affords." Let's try it.

Agreeing

About the easiest and worst thing one can do today is to agree either for the sake of agreement or to cover one's ignorance by not being able to tell why you're agreeing. Every one is entitled to their opinion and friends should never become enemies simply because they cannot agree. Silence in all cases is not wisdom. This is one of the things that is hurting the brotherhood of man. Let's commit ourselves only on matters that we can tell why we are for or against, whatever it may be.

Local Prestige

The most important part your organization plays, after all is said and done, and the only thing that counts is the impression that it has made on the outside. We may think of ever so many good things but as long as they remain in that mental stage they don't mean anything even to the thinker. The prestige of the organization is moulded by those who attend and only a majority of those present are required to pass upon things that the general membership must abide by. Nothing is ever said about the good things that small meetings were responsible for, so the bad things which can happen under these conditions will be discussed. For instance: Suppose at your next meeting there are only about 10 per cent present and one of the Brothers gets an overdose of dry ale as he has been previously informed that a Brother he dislikes would be present at this meeting. Said Brother takes it upon himself to abuse this Brother whom he doesn't like for personal reasons, with vulgar remarks that are of no credit to anyone. What happens next? Simply this one Brother who was present will tell one of the absent Brothers and two days after the said meeting the general membership will know of the instance. Then the outsiders talk. This is a challenge to all who have the local's prestige at heart. Whatever prestige your local is enjoying is the result of someone's results. Who makes your local's impression—those who attend or those who stay away? A meeting, providing no special order of business is brought up, can be completed in an hour. Can you reasonably spend one hour each week in a more profitable way? Let's be constructive in our criticism hereafter. It takes a mechanic to construct.

ENYAW.

All I am, all that I hope to be, I owe to my angel Mother—Blessings on her memory! I remember my Mother's prayers. They have always clung to me all my life.—Abraham Lincoln.

L. U. NO. 40, HOLLYWOOD, CALIF.

Editor:

I hope the readers do not tire of my continual writing about the sound pictures. But as Local No. 40 is the only picture studio local in the I. B. E. W., we believe it is up to our press secretary to keep the rest of the Brotherhood informed as to what is transpiring in the studios; an amusement which in U. S. alone caters to 30,000,000 people weekly.

This is a whole lot of people, which union labor should try to devise a means to use and educate to the cause of organized labor.

I have been writing about the sound pictures because it is the subject that is being talked about by at least 75 per cent of Hollywood's population daily.

About the first of last year the various studios issued statements regarding their production plans for the coming year. Most of them had planned a big program of silent pictures for the year; however, the talking picture entered the field unexpectedly, and disrupted plans of the entire industry.

This threw everything in confusion here, in which state it has been and still remains to a great extent. This has thrown actors and workers out of employment, ever since the "talkers" started, so that it has been the worst year any of us have witnessed, in pictures.

Thousands of dollars were spent in the purchase of story material, research work done, time, labor and money were spent by all the necessary departments for the production of new silent pictures, when the talkie craze arrived and cast a lot of this time, money and work in the discard as unsuitable for this new improvement of pictures.

Many producers in their eagerness to obtain the profits they expected to derive from their efforts, took their new pictures without sound and tried to synchronize sound and dialogue, with these new silent pictures that had just been made. The result in most cases was terrible and still is an unsatisfactory way of producing "talking" results.

Some producers and theater owners ought to be arrested for false advertising when they claim to have a 100 per cent talking or sound picture.

This kind of advertising is doing more to harm and retard the progress of sound pictures than anything else I can imagine.

The next big invention in the studio and theatres will be a sound proof curtain that will protect the audience from so-called 100 per cent sound and talking pictures.

These synthetic sound pictures are so rank that the board of censorship is considering stopping some of this practice.

Will Hays claims this will be a suppression of free speech and is fighting it on principle. Personally I like the sounds, but don't care for the dialogue pictures because you have to pay too close attention to them; you may also be a little bit deaf, not be able to understand the language, and numerous other reasons, but the best reason is that the character's voice on the screen sounds like it was coming from an empty barrel. It has a hollow, unnatural sound which cannot be ignored. Then for no other reason than to kill this unavoidable mechanical and electrical noise that is characteristic to this electrical device, they insist on playing music continuously only stopping the music when sounds are being used. This to me is very unnatural and unsatisfying. When I want music I go to a place where it is properly played, and not by a machine. So much for the pessimism.

The outlook for 1929 for the industry and for our Brothers has an altogether different aspect from last year. No one will predict what is, or what may happen by the end of this year, in the way of screen development.

That the sound pictures are here to stay

is obvious, whether the fad for 100 per cent talkers will stick is questionable.

Talking and sound pictures will always be with us in some form, from now on, their development depends upon the public's approval, and the mechanic's ability to overcome the present phonographic effect now so distinguishable.

The talking picture at its best will never eliminate the silent pictures. When the present fad is over for "talkers" the prominent actors will revert back to the silent picture, in order to prove and improve their natural abilities. It will be a means of expression that the sound pictures will never throttle.

Where the silent picture has the advantage is that the microphone can not properly take in the territory as now seen through the camera's eye, thereby restricting the use of the microphone on large sets and outdoor long shots. The camera's long distance range must not be sacrificed by the limitations of the microphone, to pick up voice or sound. So also must the real story be depicted properly, and not made secondary to freak songs, noises or dialogues.

The interest of not only the U. S. but the entire world is focused on the development of talking pictures, not only in the studios but in the theatres also.

Nearly 50 per cent of the South American theatres are placing orders for sound equipment. With the use of talking pictures a universal language could be developed very easily.

As I wrote in one of my previous letters a means of photographing stereopticon moving pictures will mean more to moving pictures than a lot of unnecessary talking pictures ever will. Combined with the voice "stereo" pictures will be the next step in advancement of this art.

For a long time rumors have been spread to the effect that the Radio Corporation of America would take over the F. B. O. studios to provide themselves with an outlet for Photophone, a talking movie device which this company has developed. It is also believed that this company is negotiating for control of the Keith-Albee or Orpheum circuit, and the Pathe Exchange.

The R. C. A. has encountered competition with American Telephone and Telegraph Co., through a subsidiary company, known as the Electric Research Products Co., which company controls the Movietone and Vitaphone in most of the studios and theatres already equipped.

This left only the F. B. O. Pictures and Pathe Exchanges as an outlet for Photophone in the theatres. I would like to suggest that the I. O. obtain an agreement with the R. C. A. as it did with E. R. Co.

But if they should get an agreement with the R. C. A., I sure would like to see it enforced at least 25 per cent.

Work is to begin very shortly on the sound proofing of the stages on the F. B. O. lot.

The electrical work will also start soon. This work is being done by the studio itself.

The electrical installation work on F. B. O. stages will be under the supervision of Chief Electrician Bill Johnson, who has always been fair with the boys and enjoys a wonderful reputation among the men of our trade for all-around fairness and honesty.

Local No. 40 is gaining in membership every week, and if we would only get a little assistance from our International Organizers we could organize a lot of these new comers who are now working in the sound stages. With the wonderful agreement the I. B. E. W. has with the Electric Research Co., (which is not being enforced in studio lots) we are unable to get many of our men on the work of installing the sound equipment. We have complained to President Noonan, but to date have seen no results.

The I. A. T. S. E. are also doing this electrical work and taking these electrical men into their organization as fast as we are, and it is only going to be a matter of time until we will again be at open war with the I. A. T. S. E., on account of jurisdictional disputes on this new angle of radio and telephone work in the talking pictures. It is electrical work in all its branches and cannot by any stretch of prejudiced or perverted reasoning, be called anything but an electrical operation.

Local No. 40 is expected to maintain the jurisdictional rights of the I. B. E. W. in the studios, and intends to do it at all costs.

Local No. 40 was compelled by the A. F. of L. and our International Officers to submit to the I. A. T. S. E. and give them about 80 per cent of the electrical work in the studios, but in the present case we will not do the same thing again, even if we have to take our claim to the floor of our coming convention.

PAT MURPHY.

L. U. NO. 68, DENVER, COLO.

Editor:

Our press secretary for the year just past having declined renomination, a white ballot was cast in my favor. Having a white ballot cast in one's favor is much preferable to having miscellaneous articles of unstable and highly odoriferous nature cast in one's general direction. One should feel gratified at the outcome, even though the office presents no income. To my knowledge the duties of press secretary have never been clearly defined. Such circumstance permits of considerable latitude upon the part of a commissioned but non-compensated officer. I can well realize "what to write about" is the all powerful factor that adds pressure to the trials of a press secretary. One of the boys gave assistance to the extent that I "write about a paragraph." A local usually gets a kick on election eve, when one of their number is delegated to act as press secretary, whether because 'tis the last office to be filled or the last any one desires is a question worthy of discussion at our next "open forum." Generous to a fault, if the sense of this, my initial contribution as white ballot scribe, fails to meet with the approval of the boys, I shall voluntarily retire and gladly assist my successor by making bare the secrets of the duties and responsibilities in so far as the same have come to my knowledge.

Our former scribe is quite a fisherman and hunter. Have never known him to bag a mountain lion; as for lynx and African golf (his favorite game), however, many of his companions show bagginess at their knees from concerted efforts to break even. This game is not always shot from ambush, but usually from a desire to be sociable. "Bill" shoots from the hip, pioneer style; his shots talk for themselves, while his competitors talk to their ammunition before shooting. Thus do styles differ.

The local had under advisement appointing one of the boys to act in the capacity of ventilating engineer on meeting nights pending the final consumption of Christmas gift cigars. A combination of circumstances, however, defeated this proposal, we having recently endorsed a "buy home products" campaign, a plea to loyalty toward the local cabbage producers' association was sustained. The Brother we had in mind for the aforementioned office will now be offered the position of press censor. An exhaustive study of farm relief has well fitted him for this task—that of separating the wheat from the chaff. So much for the chaff.

Relative to activity in the trade, can state the past winter has found the major-

ity of the boys working standard time. Several buildings of the larger type have been primarily responsible for the enjoyment of this condition. Spring, that time of year usually associated with constructive activity, holds little in prospect in the way of large work. Many of the boys had cherished thoughts of new cars this spring, but having experienced heretofore the ill effects of that unbalanced diet, unsteady work and steady expense, 'tis possible they will prefer the stability of their old four with its winter enclosure to a new six with the possibility of its summer foreclosure.

We note with pleasure that Bert Niehoff has taken a traveler from a position as manager of a Southern League team to assistant coach with the Giants. Bert held membership in L. U. No. 68 quite some years ago. We wish him luck, but presume the requirements consist of other attainments, probably science. I once heard a colored fan remark to his companion upon the occasion of Bert making a nifty play: "That boy plays ball 'cordin' to scientific; he sure do."

JACK HUNTER.

L. U. NO. 103, BOSTON, MASS.

Editor:

Several requests have come to me within a short time about the situation between this local and the Boston Elevated. Most of the members of this local know all about it but for the benefit of those who do not I will repeat 103 is party to the agreement with the contractors and others under the Council of Industrial Relations for the electrical construction industry.

We, with the assistance of our International Officers, make our own local agreements within the Brotherhood the same as any other local and have worked under this plan for a number of years and during this time we have enjoyed a very satisfactory arrangement.

The Boston United Building Trades Council are well aware of this fact. Regardless of this, however, last month the Boston Building Trades Council entered into negotiations with one of the public service corporations which employ a large number of our boys, under our agreement.

In the face of our protest the Building Trades Council stated, seeing they represented the building trades and therefore the majority, they could make the agreement for all the trades and the electrical workers would have to go along with the rest.

At this point let me give you a copy of a telegram addressed to the United Building Trades Council of Boston:

From William J. McSorley,

President of the Building Trades Department of the A. F. of L.

"Have just received protest from President Noonan, of Electrical Workers, against action of your local council in attempting to negotiate wage agreement for Electrical Workers Union in Boston without its consent with Boston Elevated Railway Company. Your council has no such authority to negotiate wage scales for any local union without its consent.

(Signed) "WILLIAM J. MCSORLEY."

This decision, however, seems to have been ignored.

Now, Brothers, doesn't that make you feel good? Well, if it does, here's another:

Their new agreement also was to reduce the wire jerkers' pay about 12½ cents per hour. Now laugh that one off.

Brothers, there are union stations, union suits and union conditions but when unionism goes along like that it's about time to

protest a little, and correct a lot. That is just what was done.

Communications, special board meetings and special local meetings, with plenty of work for the business agents, and the situation as it now stands is: We open-circuited our connections with the local Building Trades Council (tears) and our own agreement with the Boston Elevated Company is only a matter of a decision from the proper International Officers. This will be received just as soon as the A. F. of L.'s convention is over in Florida.

We are still going forward, not backward. We do not favor a cut in wages, but the local Building Trades Council apparently do. Evidently they don't care a great deal about the decisions of their national president either. However, a good union man cannot help but wonder what brand of unionism the Boston Building Trades Council supplies. And that's that.

By the way, Brothers, here's a little tip: Foremen on jobs, take a slant at your gangs' cards once in a while.

GOODY.

L. U. NO. 108, TAMPA, FLA.

Editor:

Have just received the February issue of the JOURNAL, but haven't finished reading it as yet. However, so far it is a most interesting number.

The article, "Confessions of a Curbstoner," is a good one for curbing the curbstoners. After spending three years of his life trying to become a contractor he gives up and goes back, content to work for someone else the rest of his life. Though for this particular curbstoner the story ends wrong, for the legitimate contractor his failure is more beneficial than his success would have been.

If the above mentioned article were run in the daily papers of this city it would do a great deal to help the legitimate contractors here, but they are not due that much free advertising. They do nothing to help us and some of the supposed legitimate contractors, both general and sub, do business along the lines mentioned in the curbstoner's article.

We are going to try to build up our membership. From March 1 to March 31 we will have our charter open, so by the time the March issue of the JOURNAL is off the press we should have, if some of the Brothers' expectations are fulfilled, from 50 to 100 new members.

We would like to have a closed town by next winter, if possible. With the co-operation of a good representative from the International Office, such a condition could be brought about.

If some of our respectful contractors should happen to read this letter they would prepare for war right away, thinking, of course, that a strike was brewing. We don't intend to have any more strikes in this fair city. Instead we wish to sell our labor to the contractor just as a manufacturer sells the article he makes to the dealer. The quality of the manufactured product being of the best and well advertised, the dealer who buys is going to prosper. Our labor is of the best and well advertised, so the contractor who does business with us should prosper likewise. As the manufacturer guarantees his product so do we our labor. Therefore workmen and contractors should progress without strikes and lock-outs.

Brothers Kilmer, Parnell and Samples are back in town again. Brother Dean left us for his home port in Canada. There are quite a few Brothers loafing at present, so those who have the price can go to Miami to see the big fight. The fight will be over

by the time this is printed so will just keep my opinion of the best man to myself.

R. J. HAMILTON.

L. U. NO. 113, COLORADO SPRINGS, COLO.

Editor:

Just a few words to let you know that Local No. 113 is still alive and doing business at the same old place. I wish to thank our retired officers at this time for their untiring efforts for this local, and wish them all kinds of luck.

I take great pleasure in introducing our new officers to you for your approval, as you will perhaps know some of the old timers I am about to mention:

Our president is E. R. Pfister, one of our

From Latitude "Nearly Nine"

I'm looking o'er the map of the U. S. A.
To pick a place for a permanent stay.
I scan the JOURNAL to help along
To find that place where life's a song.

Now Florida's fine in winter time
For a four months Jaunt, if you have the dime,
But gosh, one can't live on sunshine,
The other eight months is a mighty long time.

California, Ah! The land of gold
With fruit and flowers, and climate untold?
But all the gold is now in the banks
And they do not turn it a loose for thanks.

Now in Asheville, N. C., "The Land of the Sky,"
It must surely be nice for a "Sweet Bye and Bye"
But I can't buy a home in a millionaires' town
And I want my own when I settle down.

New York? Well, yes, that appeals to me,
It's big and noisy and full of glee,
But snow balls in winter are not very sound
And I don't like to travel much, underground.

Now Philly, the "City of Brotherly Love,"
Should be like living in heaven above,
But the envelopes on Saturday night
Seem filled with love, too, they are so light.

And Chi. Well, say, that's a breezy town
With all kinds of people from miles around,
But a suit of mail don't appeal to me,
It's most too heavy for a working man, see.

Now way down south, in the "Land of Cotton,"
There may be a job or two forgotten,
If they would cut out the ten hour day
It would be mighty fine for a permanent stay.

After turning the matter around in my mind,
It seems like the States means an awful grind,
I'd rather be under a cocoanut tree
With a lot of niggers working for me.

—CANAL DIGGER.

goodlooking linemen; vice president, F. C. Burford, one of our older insidemen; recording secretary, none other than our old stand-by, Harry Cameron; financial secretary, another old stand-patter, Thomas Mackey; treasurer, A. A. Stanton, the cornerstone of this local. The others are: First inspector, John Fowler; second inspector, Charles Parker; foreman, R. C. Hunt; press secretary, Charles Skinner; trustees, Frank Manley, Ed. Norman, Harry Cameron; Colorado state conference delegates, C. A. Glover, F. C. Burford, Harry Cameron. We think we have a fine bunch of officers for the following term and should have a good year under their leadership.

Last year was one of the best years this local has had for a long time, but the future does not look so bright.

I wish to say we are proud of our Auxiliary and have many a pleasant evening together. If your local hasn't one you don't know what a good time you are missing. Get busy and organize one.

CHAS. W. SKINNER.

L. U. NO. 124, KANSAS CITY, MO.

Editor:

Our former press secretary, Brother E. W. Finger, has been a faithful servant of this local for many years and would still be press secretary were it not for the fact that he was recently unanimously elected president of this local.

The most important item for this month is the wonderful banquet which was given by the Apprentice Club on January 31 in the Ivanhoe Temple. Among the invited guests were: "Babe" Waller, the city electrician of St. Joseph, Mo.; Leo McCormack, city electrician of Kansas City, Mo.; Earl Holman and Fred Schleicher, of St. Joseph, Mo.; Mr. Shanks, principal of Lathrop Trade School, Kansas City, Mo.; C. F. Criley, electrical instructor and W. D. Miller, professor of mathematics, also of Lathrop Trade School.

Much will be said later about the orchestra which so successfully furnished the entertainment of the evening. This orchestra—our orchestra—is composed of musicians that are all members of Local No. 124. The program was very well arranged, the feature numbers being the vocal numbers by Brother George Conrad's daughter and her friend, Mr. E. Van Camp; the impromptu numbers by our own "Little" James Hays, Ed Kaufman and Harry Stephens. Brother Walter Langley most entertainingly served as toastmaster of the evening. Emil Finger our president, opened with the following toast:

"I sincerely wish that these tables were strewn with goblets of wine, that I could say, raise your glasses my comrades, and drink to desire, love and good fellowship. Drink, comrades, to life most abundant! And, having finished your glasses, in heartiness let us say, 'That it is good to be here in this house of life where hatred and all ill-feeling have expired.'"

Following is the speech delivered by Mr. Criley:

"Mr. Toastmaster and gentlemen: That your educational committee has sensed the popular demand for further training and education is certainly well borne out by the very fine group present tonight. This is most gratifying. In an industry moving as fast as ours is we must either go forward with it or in a few years find ourselves wholly inadequate to meet the demands of competition. What could be better, then, than to have our journeymen by their fine example lead the way to education? What group of apprentices would not be inspired by such leadership? A few years back a

night class or any organization for education immediately met with disfavor both upon the part of the men and on the part of the employer. They believed that to take further training in the work was to imply a lack of knowledge of their job. This, of course, was more or less true. Before the advent of the present day modern business a workman did not continually find it necessary to improve himself. Business did not move at such a rapid rate. But industrial changes took place shortly and now the picture is entirely changed. New processes, tools, machinery and inventions are put into use with greater rapidity. What is new today is old tomorrow. No one can say his education is finished, no one can say he knows it all. We must either go ahead with industry or fall into discard. Education is no longer looked upon with disfavor. Education pays, not only in dollars and cents, but in satisfaction, good will and better understanding between capital and labor."

Mr. Miller, when called upon to speak, tendered the following:

"Mr. Toastmaster and gentleman: It is interesting to note how the same forces in nature operate under varying conditions. The same electric current that drives the motor will, under other conditions, give heat or light or sound. In the plant world there seems to be a constant conflict between two forces, one looking to the individual, foliage, and one looking outside the individual point. When potatoes go to top, when wheat or oats 'straw fall,' when orchards fail to blossom the foliage force is in the ascendant. When fruit force is dominant as when bores are about to kill the tree or the soil is too hard or too poor for the potato, the 'set' of fruit is more than can be matured. These two forces, though seemingly antagonistic, are really supplementary to each other, for without the foliage the fruit cannot mature and without the fruit the species become extinct in a generation. Individuals and species vary greatly as to the environment best calculated to keep these forces balanced so that the plant will flourish and produce its maximum amount of fruit. The foliage of life is our pleasures, our enjoyments. The flowers of life are love and the fruit of life is service. The self-centered man bears little fruit but the life that is barren of joy, though it may undertake the transformation of the world, its fruit will be bitter and unmaturing. The work of Local No. 124 has both these forces in mind. Your work looks both to the benefit of the individual and to the improvement of the service to be rendered. The ideal journeyman is he who finds his chief joy, his highest pride in the quality of his workmanship."

Room will not allow us at this time to give the balance of all the enlightening speeches; one of those which will come in a later issue was by the principal of the Lathrop Trade School, Mr. Shanks.

And so went the first annual banquet of the Apprentice Club, successful and well enjoyed by all.

D. A. MURPHY.

L. U. NO. 129, ELYRIA, OHIO

Editor:

Zing! Wow! Where did that come from? Huh? What, L. U. No. 129? Thought that line was dead. Was; but it isn't now.

This is the first squawk we have let out in a long time, but we're o. k. now.

We "insulated" our officers a few weeks ago. You say installed? Nope; I mean insulated. They're all live wires, you see.

We have had a very good year but it is

somewhat slow now. Prospects are good, however, for the future.

The Lorain County Building Trades Council tendered all affiliated crafts a fine banquet a couple of weeks ago. Some lunch. If the cake had held out, Brother Wiegand, of Lorain, would have been there yet. He's a good condenser. He has the capacity.

The city of Elyria has been constructing a big sewage disposal plant and we are sorry to state has been unfair since the start, but thanks to the untiring efforts of the affected crafts, it has been ironed out and adjustments made placing the job on a fair basis.

I see some Spencerian static emanating from old L. U. No. 573, of Warren, Ohio, at the instance of my old friend, Brother A. L. Spencer. Greetings, old top, this is my first squawk, too.

Our new agreement comes into effect May 1. We are asking \$1.00 per day increase and a five-day week. Other crafts are falling in line for the five-day week, also.

Slumber cart's here and I'm going to get aboard. 'Snuff.

E. P. GATES,
Recording Watt.

L. U. NO. 145, ROCK ISLAND, ILL.

Editor:

Just a few remarks for the WORKER. On Friday evening, February 8, Local No. 145, had a very good attendance at their meeting and that was not hard to figure out, as there was a stag after the meeting and with plenty to eat and various games for those who indulge, the evening passed very quickly and Business Agent L. Judd was sure feeling good or appeared that way, as only that evening when he returned home for dinner he found a large easy chair awaiting his reclining figure, and knowing it was not Christmas he was in a quandary as to what it was all about until his better half informed him—'twas a wedding present from the boys of Local No. 145.

Oh, yes, we had several visiting Brothers with us. Brother Gugerts from Chicago, who is in charge of State Hospital job, and he was the boy that tickled the ivories. And Brother Sheehan from Springfield, the state inspector on the state hospital, was one of the tenor soloists of the evening, and Brother W. Duffin, from up Du Page County way, dropped in to see that we conducted ourselves in an orderly manner, and Brother Leo Sheehan was detailed to look after him. But all credit is due the entertainment committee, Brothers Burton, J. Kreig and J. Woods, as they sure did their part well.

Having just returned from a state meeting of the Illinois State Conference, held in Springfield, can say that we had a very good representation of the locals of the state and it sure shows that the Brothers realize what this body is doing. Some legislation that is of interest to our craft is up before the law-making bodies, and mainly is the bill relating to electric storage batteries and one in regard to licensing of electricians which at present has not received much publicity, but Brothers Murphy and F. Huse at Springfield, are the watch dogs.

Yes! We have started an apprentice school and from the interest shown we are sure that Professor B. Zobust will see to it that the Brothers tend to business and learn the general rudiments.

Business is fair in the building game, but owing to the severe winter we all look for an early spring and hope all will go along in a harmonious manner.

E. L. SMITH.

You have been the best Mother—I believe the best woman in the world. I thank you for your indulgence to me, and beg forgiveness for all I have done ill, and for all I omitted to do well.—Dr. Johnson.

L. U. NO. 192, PAWTUCKET, R. I.

Editor:

We are enjoying a good winter here in so far as work is concerned. Very few members are out of employment at the present time and prospects for spring and summer are hopeful. As we have mentioned before in these columns, the textile industry is the barometer here. Many of the established concerns are expanding and a number of small factories, idle for some time past, are being remodeled and made ready for occupancy. Since the greater part of this type of construction is being done by fair contractors, our members are quite busy.

We note with satisfaction that a charter has been granted to the high school teachers, by the American Federation of Labor and we have no doubt but that they will send delegates to the Rhode Island State Branch, A. F. of L.

Another welcome addition to our ranks is the newly organized Providence College Orchestra, which may be heard in broadcasts from local stations under the auspices of the musicians' local.

It would be interesting to know whether the manufacturers' association and its ally, the Metal Trades Association, have taken cognizance of these additions to the ranks of organized labor or will they still continue to produce statistics to show how we are declining. Statistics were at one time a fairly reliable source of information but can no longer be considered so with the methods of distortion and omission now in vogue. For example, the following article, which appeared in the Providence Tribune on Saturday, January 19, 1929:

"COMPETING WITH PAUPER LABOR

"New England Jute Mill Wages Compared With South and East

"American manufacturers of heavy cotton fabrics that are used extensively for bags and bagging are competing with the Indian jute industry in which average wages are \$1.80 per week, according to a special study made for the Association of Cotton Textile Merchants of New York.

"This study shows that under present methods of production jute is not inherently much cheaper than cotton. It is the low wages paid Indian labor that contributes almost entirely to the cheapness of jute and the ease with which the market in this country for jute cloth has been developed in recent years.

"Average wages in a Bengal jute mill, as reported by the Department of Statistics in Calcutta, India, for 1923—the latest year for which official information is available—amounted to \$1.80 per week. Carders averaged 94 cents per week, spinners averaged \$1.62, and weavers, the highest paid, averaged wages of \$2.98 per week. Average wages in Southern mills are nine times the average in Bengal mills and in New England nearly 12 times greater."

You will not that the comparisons are all favorable to the association of cotton textile merchants. No mention is made of the fact that a large percentage of the Indian jute mills are owned and operated by American firms. The removal of these mills to India served a two-fold purpose. American textile workers were asking shorter hours and increased wages and mill owners welcomed an opportunity to teach them a lesson and at the same time exploit Indian labor.

Let us consider the highest paid worker in the Indian mills, the weaver. His wages of \$2.98 per week at the present rate of exchange equals approximately nine rupees in Indian money. A rupee (about 33 1-3

cents) is divided into 16 parts, or annas, and the anna is again divided into 16 parts, called pice, making 196 coins contained in the aforesaid 33 1-3 cents. Each of these coins, small as they seem, has a purchasing power for the Indian. Custom decrees that he work but six and one-half hours daily and operates one or not more than two automatic looms. Compare this with the 10-hour day and operation of 10 or 12 looms on the same class of work required in our southern mills. The Indian weaver is by no means in the coolie class. Many of them own small farms and can afford to hire others to attend their rice and other crops while they are earning such wages in the mills. Or, if he is not a land owner, living quarters are furnished him free of charge, close to his work. Thus it is readily seen that, taking the different standards of living into consideration, the Indian weaver has rather a better time of it at \$2.98 per week than our southern mill workers at nine times the amount.

T. H. FITZSIMMONS.

L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

Spring is in sight, something most of us outside-men have longed for, both classes, those working and those who have not been working. The latter have the most reasons for wishing springtime to arrive, as their hopes are work will be opening up. The first class, of course, is glad to get away from the cold weather, of which we have had our fill this winter. There is hardly any one to blame for not working, only the ones who can't get it. Nowadays most of the states have some sort of laws or rules that would make a lot of work for both inside and outside men, if the members would get down to thinking and investigating and form plans whereby they can bring complaint to the proper authorities regarding the wiring of buildings and electric lines that are not in good condition and don't come up to the requirements. Such repairs and rebuilding and new work that may be brought about would keep all of us busy the year around. I feel quite sure in this state that this could be arranged, because we now have laws and rules. If we were looking ahead for our own interest we could apply these laws and rules in such manner that work would be plentiful enough for all our Brothers and then some, but instead we have a lot of members who would sooner complain against the efforts of those who were responsible for arranging so rules and laws could be enacted. In fact, do argue against efforts made for their benefit, as well as argue that the local should withdraw and not support organizations.

Those really are Brothers who think they would have more prestige alone than an organized body. They make their best appeal to other local members that the local spends too much money now for affiliation in per capita tax and we do not get any benefit from it, and, of course, they generally can get a few more of the same mind to agree with them. Those are Brothers who do not know what the organization really means; what it is built for; what they are expected to do when they get into one. Of course, they pay dues but do not know what for and are willing to stop and try their best to keep the local from using these dues for what they themselves paid them in for—for their own interest and benefit. They would put you in mind of a fellow who takes his earnings and plants it in the earth some place and forgets where he put it, against the fellow who places his earnings where it will bear fruit—in the local union for the worker—and the dues he pays in are the best investment he could

make, and should that local union be inclined to affiliate with other unions his chance for more benefits are twofold and as a rule the per capita tax paid is nothing compared with the results received.

I presume all locals have some members who are so inclined; we have them in our local. The only way to handle such members is for all the workers for improvement of the organization to attend their meetings, in order to vote down all backward moves and put in effect the moves that are progressive. I feel sure this is the discouragement that prevails in some of the locals in Illinois in regard to the Illinois State Conference of the I. B. E. W., an organization that is organized for the benefit of locals in Illinois and their members. The Illinois State Conference was formed four years ago and has cost the locals that formed this organization and paid per capita tax during this time a total of 80 cents per member for the four years, and in return the electrical workers have a law on inspection for the inside-men and a rule for the outside electrical workers, to date, and have two bills under consideration which if passed will mean added benefits to our members, as well as to other electrical workers who are not capable of realizing what union organization means. As laws on the books of the state cover all people in the state and they cannot be arranged so as to cover only some group, therefore all the electrical workers should be willing to join in with us to gain still more benefits through the law making way. Of course, we cannot expect any help from men who have not the intelligence that it takes to organize, so we must rely upon the organized electrical workers to help in this movement. We have about four-fifths of the locals in this state affiliated. The other fifth should join in with us and attend our next meeting, which will be held in Alton some time in August. If your local has for members some of the kind I mentioned in the fore part of this letter and who have been the cause of not joining in with us, try the suggestion of getting all the members to the local meeting and talking over this effort and effect of the Illinois State Conference in your behalf and put a motion to affiliate with us. I feel quite confident that the members, a good share of them, will be willing to go along with us to build for all, and be sure that you will have a delegate at our next meeting.

I hope the Editor will pardon me for the space taken up and let this get into the JOURNAL.

F. C. HUSE.

L. U. NO. 200, ANACONDA, MONT.

Editor:

The Brothers of Local No. 200, Anaconda, Mont., feel much at rest to learn that the proposed license bill for electricians in the state of Montana was killed at the beginning.

Every Brother who could possibly attend the special meeting was out and only one vote was for the proposed bill.

We have just returned from Butte, Mont., where a wage conference was held with the Anaconda Copper Mining Company, and we met Brothers from Great Falls and Butte. Brother Thomas Roe was our delegate, and I wish to state here the committee was in receipt of a raise of 25 cents per day. Thanks, Brother.

Among those from Great Falls was Steve Reid and he seems to be on the opposite side of the fence as he had a copy of another license bill he was trying to get introduced into the House and, to tell the truth, the Brothers of Local No. 200 see only one difference to speak of, and that

was he changed the title. It appears some one is very much in favor of the bill, so as to procure the inspector's position. Steve Reid seemed to have a whole hat full of new ideas and when they were exposed to the Brothers they were turned down.

We expect some of the good Brothers from Butte over in a few days to make a call and we hope to show them a visit that will make them want to come often.

Local No. 200 is not in the market for any get-rich-quick stunts as are some locals but to preserve the union feeling and standards among the loyal Brothers.

I wonder what's become of "Bill," our International Representative; he has not been around nor have we heard from him in the last four or five months. We ought to send out a searching party, as he surely is neglecting his flock of slaves.

Please don't take offence, Mr. Bell, but either get into the game or write, at least.

Brothers, we aim to put the facts just as they are and are not ashamed to face the truth.

R. J. MORRAN.

L. U. NO. 226, TOPEKA, KANS.

Editor:

It is cold, bitter cold in Topeka, Kans.; so cold that the ink freezes in my fountain pen and I am compelled to use a pencil. I am writing this under pressure. Heretofore I didn't suppose that my ramblings were ever read by any one besides the proof-reader, but since I left off writing it has been suggested that absent Brothers might still be interested in the home town. If that is true in my case, Brother Press Secretary, it is undoubtedly true in yours, also.

Time is very plentiful in Topeka and the boys have lots of opportunity to sit around and find fault with one another and things as are. Outside of the Tucker Electric, which enjoys nearly steady time, most every one is working part time, but because of the extra cold weather most of us are content to just sit.

I presume by the time this letter comes to your attention the cold weather will be past and you will wonder what I was talking about.

The Kansas City jobs and the Kansas Power and Light jobs having played out, the Brothers working on these jobs are back with us, including Brothers Henshaw, Lewis Moss, Dowling, Everetts and others, as well as Brother Maunsell, of the Tulsa local. But I understand that some of these Brothers are floating out again.

There is some work in prospect for next summer, if it all materializes—but will it? There are too many people in this old world trying to make a living. Thomas Edison or some one else has said that 100 years from now people will only work two hours a day, but I'm pessimistic enough to bet that it will be because there isn't work enough to keep them employed more than an hour and a half.

I wonder if other locals have as much trouble collecting dues as we do. The Brothers who work the least aren't the offenders, either; it's some of the big time boys who never do a thing for the cause and don't come regularly that are usually back with their dues.

J. R. WOODHULL.

L. U. NO. 230, VICTORIA, B. C.

Editor:

With the new officers duly installed and the preliminary work completed, Local No. 230 is well away to a good start for the year 1929. Due to his untiring efforts, our worthy business agent, Brother Reid, has been successful in organizing the inside wiremen and

many new members were added to the strength of the local, following which a closed shop agreement was drafted and presented to the electrical contractors, and at our last regular meeting, held on February 19, Brother Reid was able to announce that this agreement had been signed by nearly all of the contractors, and they in turn, through the association to which they belong, are endeavoring to pass a bill through the legislature which in effect will eliminate the curbstoners.

After the business of the evening was concluded the much talked of smoker took place.

As high class artists in the catering line our committee, Brothers Tonman, Casey and Haines, have no equals, and soon the air was blue with smoke, and, as if by magic, a bottle of the beverage that has made Victoria famous, appeared at every Brother's elbow accompanied by sandwiches galore, and then a community sing followed, the music being furnished by one of our new members at the piano and Brother Billy Davidson with his cornet. Brother Mat Bawl rendered a song in his usual pleasing manner. Dancing followed, and soon the floor was alive with whirling couples, and the way our hikers acquitted themselves in the terpsichorean art was a revelation.

Our genial stock keeper, Bob Harrison, was present by special invitation, and not to be outdone by the others, he grabbed the slim form of Brother Cross in his portly embrace and they circled the floor in so graceful a manner that had it been witnessed by some of our leading theatrical magnates would have won them a headline, signed-up contract on the spot. Among a number of our old timers at present in the local is Brother Jack Cameron, who at one time earned a place for himself in the fistic arena, and has more than once won fast climbing contests against all competitors.

He made the world's record about 1904, or thereabouts, while in Local No. 104, Boston. The time was 16 1/4 seconds and was made in competition with Macdonald of New York at Glass Pt., Mahant Beach. Brother Cameron wishes to know, through the WORKER, whether this record still stands, or if broken since, by whom, and what was the time?

The dancing was kept up to the wee sma' hours and no one really knows when the gathering did break up, the boys just drifted away, one at a time until there was no one left but the catering committee.

SHAPFY.

L. U. NO. 245, TOLEDO, OHIO

Editor:

Good evening, electrical workers! Now that your hard day's labor is over sit down in your comfortable chair and read your ELECTRICAL WORKERS' JOURNAL from cover to cover and then pass it to a friend and if you haven't any friends then pass it to some one that is working at the craft and does not belong to the organization. A poor substitute for a friend but lots of these fellows like to read this JOURNAL, for it doesn't cost anything to read if given them. Funny world, ain't it, the place is infested with this kind of vermin. Every local should have a banquet each month for these two-legged rats and serve nothing but cheese and make them feel small enough to crawl into any good sized rat hole. The four legged kind of rat has a certain fear of mankind and stays shy of them and avoids them whenever possible, but this other type attempts to associate with the human race and in some cases are admitted into the home and treated with respect. If any of them ever start gnawing around my door I have some traps all ready for them, the most deadly weapon known to that type (an application).

If that is sprung on them they are either

held a captive or else they escape never to annoy you again. Our ranks here have swollen to the extent of one more union foreman replacing a non-union foreman who was reduced to trouble man, making three trouble men now that are not in the paying side of organization but who are there on the receiving end of the pay and conditions gained through the efforts of their companions. Those three are about as popular around the gangs as a severe case of smallpox and there's a chance of recovering from smallpox.

The outlook for Toledo is fair for this year. The city has established a new wage for its labor and the city linemen have at last been recognized.

The Toledo Edison reports the biggest year in its history just passed and its profits have steadily increased for five years and ever since the last increase granted to its linemen.

Their expansion program for this year ex-



tends over a large area and represents expenditures of several millions of dollars which I hope has been figured in their budget at a higher rate of labor than has been the previous custom.

The 132,000 volt transmission, connecting Toledo with Sandusky and points east as far as the Falls, has been completed and at the completion of the installation of the properly sized generators at the already enlarged Acme plant here will give Toledo the best equipped power plant in this part of the country, sending an almost unfaltering flow of 25 and 60 cycle power through our many hundreds of miles of primary lines ranging in voltage from 2,300 to 6,900 volts. Along with our many circuits of high tension feeding our many sub-stations in Ohio, Indiana and Michigan, with from 13 to 132,000 volts with a complete belt line around our city capable of keeping the wheels of industry in motion for the next generation to come. And yet they say that the electrical field has only been scratched. But by the looks of the towers that have sprung up around here one would think that the scratch has become infected. And while all this has been going on, while the big business has prepared for the future, what have the electrical workers done in regards to preparation for combating the future wage agreements of the firm? And organized labor, are they as eager to put over their cause as the different electrical corporations? Are they planning for the future as earnestly as the companies are? Are the companies preparing so that the

men who produce the billion dollars worth of electricity each year will share in its earnings?

Walter Cominess, the true sportsman of the line department, has recently finished a two weeks hunting trip. He was shooting trouble (out of season) in the place of Ed. Gregory who was ordered by his physician to take a couple of weeks off. Ed is back now feeling better and Walter is mounting towers again, feeling much refreshed after his experiences. He says that the trouble job is all right, it keeps a married man in trim for any trouble that may arise at home.

The names of Melvin Price, Chester James, Jimmy English, P. H. Buttermore and a fellow named Johnson, appear on our new member list. Buttermore is an old friend reunited. English is a young, ambitious line man from Lorain, Ohio. James and Price are a couple of show me boys from Missouri. I don't know much about Johnson, but he must be all right or his name wouldn't be among those present. I'll have to get better acquainted with him.

Two of our members are so expert at climbing that they have applied for a steady job of climbing ladders for the city. Larry Shaub and Pogy Martin have both applied for and have taken successful examinations for the city fire department and are now awaiting appointment. The press secretary wishes them both luck and hopes that next winter if I eat in the fire department at noon time that they will both be on the inside looking out instead of on the outside coming in out of the cold blizzard. The line department will miss these boys as well as No. 245; they are both good linemen and careful. Either of these boys upon being given a drink of the modern hooch, would stick their finger in it first and if their nail came off they wouldn't drink it. That's playing safe.

Victor (Nip) Wise has been just like the spring weather; here today and gone tomorrow. He was extra man filling all vacancies until he, with William Ossenbaugh finally anchored on Charley Sullivan's heavy construction gang where they will be in every day contact with such notable or notorious men as H. Schomberg, G. W. Sweet, Tony Steffis, Harry Bryant, Eaton Adams. If that gang can't hold them down then there is no salvation.

If any of you wish to pass a little time some time have Robert Hatfield tell you how he felt the first time that he worked the high line hot. He tells me that when he stepped into that basket it looked just like a rough box and every little noise was the strain of a harp and the earth meant more to him than Paris soil did to Lindy after his famous hop. Bob has become a master at the high line work now and the basket is the same to him now as the scaffold is to a painter.

I attended a little party given by the line department to all the linemen and their wives and those that let that feeling of prejudice predominate over their desire of recreation missed, in my mind, a very pleasant evening. No effort was spared to make it a success. The untiring efforts of our superintendent were rewarded by the large crowd that did attend. A very pleasing program was billed after which the door prize was awarded, followed by card playing (sociable) and at ten o'clock lunch was served and the big event of the evening was in order, an old fashioned barn dance with music furnished by our old friend, and member, Tex Sweet, accompanied by Louis Shertinger and Tony Dlewald and his three daughters. And was it a success as far as the music was concerned? Well, I'll vote a thousand yeses. Ayes have it. The dance was called by none other than Bill Ossenbaugh, and can that boy call? Oh! And how. Well, they danced

until the wee small hours of the morning and all were satisfied that the night was well spent.

Prizes were won by the following: One perfectly good eating cake by William Ossenbaugh; one vacuum cleaner by Carl McMullen; one electric iron by Tony Diewald. Table prizes were captured by William Howes, Walter Cominess, Charley Neebs, H. Martin, Ernest Miller, Mrs. Roy Meyers, Mrs. Buttermore and Mrs. Jess Peck.

So, boys, if you missed that one and have another chance, opportunity presents itself and no foolin'. I hope that next month I can give you the results of a party that No. 245 is going to stage and it should be a wow. The last one was a double wow. I hope that it is held on a Saturday night, for I sure like to have Sunday morning to rest up on.

Joe Jeffroin, until recently a member of Local No. 1047, but now a member of No. 245 is on the entertainment committee and when he puts a thing over you can bet its over.

EDWARD E. DUKESHIRE.

L. U. NO. 251, SAN ANGELO, TEXAS

Editor:

Don't know why the boys wished this job on me for this year, for if I have done or said anything to lead them to believe that I could handle it properly it was through error. However, here goes.

Local Union No. 251 has enjoyed a very successful year during 1928; building has been very good and the boys have kept busy most of the time and, too, at the expiration of our old agreement in August we secured a one dollar per day raise in scale and much better working conditions, with all parties pretty well satisfied, I think, which is very important.

The new year is starting off kind o' slow, which was expected; however, I think most all of the boys are working a good part of the time and we are expecting it to be somewhat better by spring.

We have just drafted and put into effect a new set of by-laws which is going to be very beneficial to us and, what I mean, we are going to live up to them, too; so if any of the locals don't think they are plenty tough just drop us a line and we will mail you a copy, provided you send postage, for we are plenty tight, also.

B. R. WHITE.

L. U. NO. 259, SALEM, MASS.

Editor:

Here I am back for a second letter to the WORKER. My first did not find itself in print and I am going to be optimistic enough to believe that the reason for it not appearing was because it arrived late. I would rather believe that than to think for one minute that my stuff was so terrible as to call for "censorship by the press." As the lucky guy would say, "Better to have loved and lost! Much better!"

Last month I wrote about the new officers for 1929, including myself. This month I want to tell the dear Brothers, just briefly, about the annual banquet and installation. It was voted a successful affair and we believe it was.

First we want to say that our worthy vice president, Jack Fennell (of the alumni), was down to the meeting and in a business-like fashion installed the officers. This took place at our meeting hall, and after it was over we hopped into the autos and went over to the Kernwood Inn at Beverly. Arriving there we sat down to a sumptuous banquet with our contractors and inspectors as guests. Having satisfied the inner man, the gathering was called to order by our business agent, Charlie Reed. Brother

Reed welcomed the guests on behalf of L. U. No. 259 and introduced the president of the Beverly Chamber of Commerce, Joseph Greenlaw, who is also one of our contractors. Mr. Greenlaw gave a word of greeting both in behalf of the city and the contractors. He expressed his gratitude for the friendly feeling existing and expressed the hope that it would always continue.

President Roy W. Canney, of L. U. No. 259, also gave a word of greeting on behalf of the local, and following his remarks we listened with great interest to two able addresses by Joseph Couillard, electrical inspector for the New England Insurance Exchange, and Albert Edson, executive secretary of the state examiners of electricians. Their talks centered chiefly around the progress of the industry, the need for better legislation and also the necessity for rigid enforcement of the law. Their talks proved both interesting and educational and were greatly appreciated by all.

Further remarks were made by Vice President Fennell, secretary of the state association, Martin T. Joyce, of L. U. No. 103, and President Tash, of L. U. No. 377. The committee in charge of the meeting, which was responsible for the success of the affair, consisted of: John Osborn, Leon V. Proctor, Richard Fisher, John Irving and Olaf Gromberg.

I guess this is enough for this month, so I will sign off and say so long until next month.

LARRY FORD.

L. U. NO. 262, PLAINFIELD, N. J.

Editor:

Having been duly elected secretary of this local for this year I suppose that it is no more than right that I should see to it that I have some kind of a letter in the WORKER each month. I just finished reading The Curbstoner in the February issue of the WORKER and believe me that is the best article that I have read in a long time. There is no doubt but what the sooner we are rid of them the better off the whole building industry will be. We have quite a few of them right here in our little city and they surely are ruining the electrical business.

I clipped the piece out of the WORKER and am mailing it in to the local newspaper for publication.

Between the curbstoner and the so-called speed artists is there any wonder that the electrical business is going to the devil?

The election for this year having been settled, I dare say we are going to have a wonderful year. Brother William Shaffer as president will no doubt keep the best of order and see that the constitution and by-laws are lived up to.

Everything seems to be going along in fine shape in our territory, although we have about 20 per cent of the members keeping down the sidewalks. The spring outlook seems to be good and the sooner it gets here the better we will all feel.

We are sending out notices to the bosses on March the first asking for the five-day week and there is no doubt but what we will get it. The boys did not think it advisable to go after any increase in wages this year so we are going to work along for our usual \$1.50 per hour for a while yet.

Here's hoping that all the locals throughout the country soon have a five-day week and wishing them all the best of luck during 1929.

R. E. CARTWRIGHT.

What would I not give to call my dear Mother back to earth for a single day, to ask her pardon on my knees for all those acts by which I grieved her gentle spirit.

—Charles Lamb.

L. U. NO. 288, WATERLOO, IOWA

Editor:

As the first of the month draws near it is time to get another letter in to the JOURNAL.

The recent cold weather and heavy snows have delayed work both for inside and outside men. There is only one large building under construction at present and that is a two-man job as far as the electrical work is concerned. We are hoping that construction will start as soon as weather conditions will permit.

At our last local meeting the inside men decided to ask for an increase in our wage scale and a committee was appointed to meet with the contractors. Other building crafts are asking an increase and the electricians want to keep up with the procession.

Brother "Bill" Walker is back on the job after an operation. Brothers Walker and Myers have graduated from wiremen to contractors. They may not run the largest shop in town but it is 100 per cent union. There is a good story going around here about a certain resident whose water service pipe froze during the recent cold weather. He called the Public Service Company to come and thaw it out with electricity. The service men attached their transformer to the water pipes and in a few minutes water was trickling through the pipes.

Then the customer asked as to what the charges were.

"Ten dollars," replied the service man.

"Wow! I won't pay it, you robber," said the customer.

"Very well," replied the service man as he stepped to the door and called to his partner at the transformer. "Hey, reverse the current, Jack, and we'll freeze him up again."

"No! No!" pleaded the customer. "I'll pay the bill."

CHARLES W. ASH.

L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

In my letter in the December JOURNAL, I pointed out a condition of affairs in our political life as it exists today which has arisen out of the relationship between the development of political and industrial institutions, viz., a change in the operation of our government from geographical representation to industrial representation, the change being in its functioning, not in its form, and I indicated the need for labor to adjust itself to this condition, and falling in line with other economic groups, pursue the same tactics. In some of my previous letters, I stressed the close relationship existing between political and economic life and the strong influence exerted by political conditions relative to economic activity and, therefore, the imperative need for organized labor to use its political power as well as its economic power, i. e., engage in political activity as well as in economic activity if it is to be properly equipped to strengthen its position and advance its interests in its industrial struggles. Having mentioned which, I will refrain from boring my readers at least with a repetition of the argument in support of these assertions.

However, apropos of labor organizations exerting some activity in the political field in order that they may promote their economic welfare, I will mention the fact that our own local (L. U. No. 292) has a legislative committee that is giving its attention to labor legislation in general and electrical legislation in particular. This activity of Local No. 292, I believe, is not an exceptional case among the locals of the Brotherhood. I presume there are a number of locals doing very much the same thing, but

the point is that, while it is not, it should be a universal practice throughout the entire Brotherhood.

In every state and in every municipality there are constantly arising conditions in the electrical industry over which a certain amount of control is being, or is to be, exercised through the medium of legislation, and, if this control is to be beneficial and not antagonistic to the interests of the electrical workers, it behooves the local unions to get on the job and exert whatever influence they can to aid in the passage of that which is in accord with their interests and block that which is not. Furthermore, throughout the country there are many localities where prevailing conditions are crying for remedial legislation to be enacted in the interests of these working at the trade and this might be accomplished if the local unions would take note of the situation and make a determined effort to put it across. Also, there are several localities which have some very good electrical laws, either pending or already enacted which it would be of advantage to the less fortunate localities to know about.

Above I have spoken of the possibilities of benign results that may accrue to a local union from the properly applied efforts of a legislative committee and the desirability of the legislative committee being a universal institution with all the locals. Should this condition come into being, I believe it would be of great benefit to the organization, but this is not enough, for if this sort of activity is to function with maximum efficiency, there should be a legislative department created in the International Office, with which the local legislative committees should be affiliated and in close contact, so as to form a means for quick concerted action as well as a clearing house for legislative information.

A department of this nature organized along these lines would have been of immense benefit in the fight to secure fair conditions for WCFL (labor's broadcasting station in Chicago) and this is only one instance of many. Frequently, the local unions are circularized with requests that letters be sent to the Senators and Representatives of the respective localities regarding some pending legislation. The response to these appeals could be made much more effective by having a committee that could visit the locals of other crafts and interest them, circulate petitions, etc.

The way the matter appears to me is that we simply cannot keep out of political activity. If we would and if we must engage in any particular kind of effort, let us do so in a way that will assure us of the maximum of results.

W. WAPLES.

L. U. NO. 302, RICHMOND, CALIF.

Editor:

Once upon a time there was in this jurisdiction a local bearing the above number, whose habitat was in Martinez, Calif., and its sole working rule was "Let George do it." George did do it for a while, but George died. So did the local.

Some eight months ago, 15 narrowbacks of this district got together to see why Richmond, Calif., could not have a local of its own. I might state here, that since the demise of former Local No. 302, this district had been affiliated with L. U. No. 595, of Oakland, Calif., more or less; mostly less. The result of our confab is L. U. No. 302, of Richmond, Calif.

L. U. No. 595 used to claim this jurisdiction, as it was open territory, and we expected strong opposition when we attempted to organize; however, I want to state here and now, that when L. U. No. 595 saw that

we were serious about having a local of our own, they were with us four ways from the ace, and rendered us most valuable assistance in organizing. Result, we have a darn good little local, a most fair and just working agreement with L. U. No. 595, perfect harmony between us; our town is 90 per cent unionized, and we are all happy.

The following should be of vital interest to organized labor, particularly in this district:

Recently, a meeting was held in this county by the central labor council under the auspices of the Associated Oil Workers of Contra Costa County. Mr. Hudson, instructor in the Alhambra Vocational High School, of Martinez, Calif., gave an interesting talk on behalf of the boys training in the electrical department of his school. He stated that he would like to have a permanent committee appointed from L. U. No. 302 to meet with him and the faculty to devise ways and means whereby the boys could receive shop training from 8 a. m. to 12 noon, and school instruction the rest of the day. He further stated that it would be the object of the school to teach union ideas and principles at all times and that he would do everything in his power to conform to the constitution of the I. B. E. W., its conditions and working rules if permitted to carry out this program, so that the boys would enter into the industrial world as efficient craftsmen, thoroughly imbued with union spirit and ideals.

When we can interest our educational institutions in our aims and ideals we are accomplishing something worth while.

Things are pretty quiet here, but as "spring has sprung" here in California we expect work to open up soon and look forward to a very good year. We hope the entire organization feels as optimistic as we do here. May we all have a good year.

J. T. MCCORMAC.

L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

We had our annual election of officers on the last day of 1928, and it turned out to be a mild affair; there was very little opposition and everybody seemed to be satisfied as to who was elected. The following were elected: President, W. J. Banks; vice president, J. D. Baker; recording secretary, Harry Renner; financial secretary, Harry Reisen; treasurer, Fred Borstel; first inspector, H. C. Rock; second inspector, David Maney; foreman, L. Leuth; press secretary, Harry Renner; executive board, C. R. Freeman, Fred Loll, G. L. Allen, F. P. Reed; examining board, J. D. Baker, Fred Loll, G. L. Allen; trustee, H. C. Rock. The installation of officers was also a mild affair and the entertainment committee failed to function.

There is no work of any consequence at this writing, except the building of a new Catholic Church at Fourth Street and Fifth Avenue, South, which, no doubt, will be a long-drawn-out job. There will be some beach developments this summer and a few minor jobs, but as Florida is coming back again something might happen in the building line that will give the boys work. The dog races have opened up again, giving two of the boys work. The green benches are holding their own and the chatter that goes on there is only random talk.

The building trades council reports favorably on getting the plumbers and bricklayers to join hands, which is very gratifying. The carpenters having a national home at Lakeland and the painters building one at Sarasota, I think it would be in order at our next convention to appropriate a sum

of money necessary to buy a piece of land for a future home for derelict wire patchers. This being recognized by the medical society as the healthiest spot on earth, why not establish our future home in St. Petersburg? In the meantime, hold what you got and don't weaken.

Thanks,
THE WOODCHOPPER.

L. U. NO. 329, SHREVEPORT, LA.

Editor:

At our last regular meeting we elected the following officers for the coming year:

President, H. T. Robenston; vice president, Speaker Leech; financial secretary, Ora Waller; recording secretary, Walter Davis; press secretary, John Hudson; foreman, Bill Beckett; first inspector, Robert Horn; second inspector, Robert Crawford.

With the above officers, we should move ahead without any trouble.

Being elected press secretary for the coming year, you will be able to hear from this local once a month.

We have had quite a few of traveling Brothers through this winter. Glad to see all of you come around this way. There is one thing certain, you will receive a glad hand and we will do our very best to try to place each and every one, though there is not a lot of work going on around at present.

We have been taking in a few Brothers along; building slowly but surely glad to see some of the boys wake up to the fact that they almost have to have a card in traveling around the country. Every day they are being educated to that fact. Maybe, before long they will realize it just the same and you and I like to see them have the right idea about it. Last month a man came to me and asked me about getting a card, laid down the jack and now he is a member of this local. So you see they are waking up to the fact that they have got to have a card to get along.

Say, Brothers, there is just one thing about it, we have got to stay together if we expect to get anywhere in this large country. So let each and every one of us make it a point to bring in one member. The more the merrier. You can see just what results that would bring for the coming year.

Now a little word or so about our small local here in Shreveport. We are just about 95 per cent here at the light and by the middle of this year we expect to be 100 per cent. When we get it 100 per cent there will be no trouble in keeping it that way I hope. Have all the construction gangs 100 per cent. We lack some meter men and trouble men.

Have started a job now, a 11 KVA circuit, over to the Louisiana Oil and Refinery. Have a river crossing to build, two towers to build, four circuits to cross; each tower is 175 feet. 1,400 foot span, one circuit 110 KVA, 66 KVA, 33 KVA and 11 KVA. Not a large job but it will keep some of the Brothers busy for awhile.

We have also just received our monthly due buttons for the coming year. That is a mighty good thing to have, you know just who is paid up and who is not. This is our second year in using them. It makes quite a difference in having them and not having them. It lets you know who is paid up and who is not. So if you see a Brother, look for his button and see if he is paid up, and if not jump onto him and ask him the reason why. He will not get mad. We have had better luck with the button than any other thing.

Shreveport has just been chosen for the third attack wing. Takes in about 22,000 acres in Boosier parish just across the river from Shreveport, that will take in a little work later on in the year, but not at present.

Guess there will be a lot of booming and banging as soon as they get into action.

Just a little something about the weather here in Louisiana. We have not had any real cold days so far and little rain, so you see it is not a bad place after all. Now, Brothers, I am not going to tell any one to stay away from here so if you come this way pay us a visit. Our meeting nights are second and fourth Thursdays a month. If you come around our worthy B. A. will do his best to put you to work somewhere. There is one thing sure, you will get a place to eat and sleep. Brothers, I am not going to bore you any longer. Every month you will see a little piece in the WORKER from Local No. 329 of Shreveport, La.

JOHN HUDSON.

L. U. NO. 339, FORT WILLIAM, ONT., CAN.

Editor:

There is an old saying that time and tide wait for no man. Very true, indeed. In fact, too true for some of us, for there are times when we would like to turn the hands of time back to our school days and then—ah, but, Brothers, it can't be done. As the time passes so must we. But what are we doing with the time that is ours now? Are we using it to our best advantage or are we satisfied to just plod along and leave things the way we found them? Brothers, as the time glides by I often wonder if every member of our organization is making the best of his time in spreading unionism.

Now, I don't mean that in order to spread unionism you have to be an organizer, with a paid salary. Absolutely no. What I mean is organizing your own job. Every non-member on your job should be a target for union men. Dig them. Preach to them. Show them their folly. Keep after them and never give up, for some day you are going to win out and then "a closed shop." Ah, what a vision! If every city had a closed shop on every job, what agreements we could put through! But wait, Brothers—such a dream.

Are we practising what we preach? No! Sad, nevertheless it is true; we are satisfied to plod along in the same old rut year after year, getting conditions for these non-mem-

bers who sit back in the shade while we pay the piper. But, wake up, Brothers; let's start something.

While our local is progressing very nicely we can do much better if we have the proper spirit. Let every member put his best foot first and leave no stone unturned until we round up the whole gang, inside men and all. And then, and not until then, will we be able to realize some of the conditions I have just visualized.

I am very sorry to have to report that Brother E. Cunningham, of the Kaw Power Company, got rather a bad jolt the other day while working on one of the high-tension feeders. Through some misunderstanding, Brother Cunningham received 22,000 volts to ground, fortunately throwing him clear off a 50-foot ladder. There happened to be about a foot of soft snow on the ground to break his fall, otherwise he might have had a few broken bones. One of his hands was rather badly burned but otherwise, apart from a general shaking up, he is getting along very nicely.

I often wonder where our old friend, Brother John Noble, is. Let's hear from you, John, or, better still, drop off some time on your way through and we'll stage another party. I have many a good laugh when I think of our last party. Still it's good stuff. A party once in a while keeps the boys in good humor; in fact, it is about the only time some of the members show up—when there are liquid refreshments on tap.

Conditions around Fort William and Port Arthur are about the same as usual. Non-union wiremen are getting 75 cents per hour while union linemen are getting 88 cents per hour. Great advertising for our inside men, after reading the Toronto wage scale.

We have had a very good winter so far, although the last month has been fairly cold, the thermometer hovering around 25 below zero every morning. Still we are looking forward to the opening of navigation, when the big lake boats will again sail up the harbors of Port William and Port Arthur, "The Gateway of the Golden West."

BILL OTWAY.

A man lightheartedly starts a little trouble and finds it grows like a snowball rolling downhill.

L. U. NO. 340, SACRAMENTO, CALIF.

Editor:

As this local has not been heard from for quite a while, one of the brilliant Brothers moved that something should be done about it. By unanimous consent the local voted that "Dangerous Dan" be made press secretary and get on the job right now. So in my humble way I will attempt to write a story. Wish to thank the boys of Local No. 595, Oakland, for their compliments extended in the January issue.

The electrical workers' second annual ball, given under the auspices of Local No. 340, was held February 9, in the Civic Memorial Auditorium. It was the "season's brightest event." While this was the advertising slogan, it can be said that the affair was truly so—a swell crowd, one that could be classed with the best; high class music and most gorgeous electrical display ever pulled off in the Sacramento Valley. Over 3,000 in attendance and a financial and social success.

The idea of a dance and electrical display was started last year. The committee is appointed each year by the president. The committee then elects their chairman. Committee this year: Thomas Moltzen, general chairman, C. E. Turner, T. A. McKee, M. C. Derr, L. A. Holenstein, J. W. Karver, E. J. Cotter, A. C. Platt, J. F. Fratis, E. S. Clendenin, B. M. Miller, Charles Borba and an honorary member, W. J. Delehanty, engineer for the General Electric Company, of this district (we call him "Del"), who co-operated to make the electrical effects a success.

The committee started with a fund of less than \$200, left over as profit from last year's dance. Over 3,000 tickets were sold and some money brought in on program advertising. Seven hundred dollars was spent in new electrical equipment, now owned by the local, such as 1,800 new, colored, 10-watt lamps, wire, streamers and pictures. Expenses were around \$1,900 and the committee said on account of the extra expense for lamps they would be satisfied to come out even.

Over 1,700 tickets were sold at the door the night of the dance; balance of tickets were sold in advance by members.

In connection with the dance there was a



FLASHLIGHT PHOTO OF SECOND ANNUAL BALL LOCAL NO. 340, SATURDAY NIGHT, FEBRUARY 9, 1929, MEMORIAL AUDITORIUM, SACRAMENTO, CALIF.

small electrical exhibit by the electrical contractors and the two power companies. The Great Western Power Company showed a very nice display of electrical ranges and General Electric ice machine, while the P. G. and E. Company showed an interesting display of new airport lighting equipment. A number of valuable door prizes were donated by the electrical dealers and friends, which were awarded to the ladies' during progress of the dance.

When "chief electrician," Brother George H. Hoffman, in charge of electrical effects, stepped in front of the "mike" to announce the unveiling of the picture, Thomas Alva Edison, it was done out of esteem of a birthday of an old timer whom all honor. Then came the unveiling of the peacock scene back of the orchestra. Next the cue was given for "everything." How the people did applaud! The dance was on, lights chased around the streamers, stars twinkled above, the crystal ball scintillated and the floods, spots and large projection arcs threw out a maze of color and light that was dazzling to the eyes. The "wire jerkers" were in the spot light and the floor committee functioning in perfect tuxedo style. No foolin'!

To produce the lighting color scheme some 2,100 10-watt lamps in green and red were used on streamers festooned from a large circle near the ceiling of the auditorium, which represented our emblem; also streamers were draped around the ceiling which acted as a border. Streamers were on flashers, chasing effect. One hundred eighty-eight individual twinkle socket flashers were used to give star effect. Stars were in colors, distributed about ceiling. One individual star showed steady white, representing the north star.

There was a moon which changed from new moon to full moon automatically. Nine 1,000-watt floods, six spots and three 18-inch arc projectors pulling 30 amperes were used to give color schemes. A large crystal ball was suspended from the emblem. The ball revolved very slowly in mystifying fashion and acted as a scintillator. When the large arc projectors and arc spots were shot onto the ball the effect was a dazzle of multi-colored lights about the auditorium.

The star effect was one of the features of the lighting scenes pulled off in conjunction with the moon. This idea was original with our members.

Much praise and favorable comment were heard from those who attended. The press, city officials and electrical men in general commented by saying this "was one of the most colorful affairs of its kind ever held here."

International Vice President T. C. Vickers visited Local No. 340 in February; here in the interest of new legislation vital to electrical workers. He also gave us an outline of conditions in mountain states and the east.

AL. DANIELSON,
"Dangerous Dan."

L. U. NO. 353, TORONTO, ONT., CAN. Editor:

The past four weeks have been the coldest we have experienced in Toronto this season and as a result, work has eased up somewhat with about a dozen of the boys being at present out of a job. A number of good sized buildings are pretty well under way, however, so it is reasonable to expect that the coming season will be as good or better than the last.

At this time of the year things seem very quiet in a social as well as business sense. With our new agreement practically closed, the members can shelve that part of their activities for another two years. It will be

good business for one and all to keep wide awake and see that the agreement is properly adhered to by employers and employees as well.

The social evening with the Hamilton local as guests has been postponed until next month and not a few members are looking forward to this event with considerable pleasure.

While as stated before things are rather quiet here a number of the boys have gone out of the city at the request of local contractors to take charge of a few fair sized jobs in neighboring cities.

The most vital subject now before the Brotherhood in Toronto is the new apprentice plan which has been put through the Ontario House of Parliament at the request of the organized labor unions of the building trades in Ontario.

Properly enforced this plan will prove the best thing legislation ever brought forward in the cause of organized labor in Ontario. It is intended to put the beginners on a three months probation and if at the end of that time the applicant does not appear to possess the qualifications to succeed at the trade of his choice, he will be advised to try along other lines.

A systematic method of theoretical teaching as well as practical training is part of the scheme and it looks from here as if it will result in better mechanics for the boss and better conditions for the boys, as it will eliminate the many half trained workers of today who are usually a drag on the market.

I am sending along a number of pictures taken in the Star Building of Toronto. This job as stated before was 100 per cent I. B. E. W. and will serve for a long time as a monument to the efficiency of the members who took part in the installation. The presses used in the building are said to be the largest in America, and I would like to include a picture of them, but find them too large for portrayal.

With best wishes from 353 to our friends in the Brotherhood, I remain,

FRANK J. SELKE.

L. U. NO. 364, ROCKFORD, ILL. Editor:

Well, my first letter got into the WORKER, so here goes for another.

Nothing unusual or of any great interest has happened in L. U. No. 364 since the last letter, except a banquet given to our fair contractors here. This had been proposed over a year ago but was not pulled off until last week. It was very much of a success. Co-operation with the employer means a great deal. There are problems which can be worked out to best advantage when both sides get together. It seems that each party waits for the other to do something and as a result there is a standstill. Contractors and men ought to have a get-together at least twice a year. There are many things that can be ironed out this way.

The contractors invited our organization to join the Electrical League here. This league is devoted to promoting and furthering interest in the electrical industry. At every meeting there is a speaker who talks on some subject in the electrical game. For a long time we thought this league was composed of only contractors—some sort of association—but we find its membership includes all those who may be interested in electricity—dealers, salesmen, contractors, utility men, electricians, etc.

Things are pretty quiet here in Rockford just now, but with this long, hard winter breaking up we see an abundance of good jobs coming up. Nearly all our members are working. The new Hotel Faust, an 11-story structure containing over 400 rooms, is near-

ing completion. This has been practically a 100 per cent union job.

It is with great sorrow we announce the passing away of a true and loyal member of Local No. 364, Brother William Burt. He had been in failing health for some time and died Sunday, February 17. This is the first time we have lost a Brother in Local No. 364 since our charter was granted, according to old timers here.

Well, Brothers, I'd better sign off now. Have to wash my face and shave so I can go down town and mail this letter so it won't be late. I have that little habit, so well known, of doing things at the last minute.

WILLIAM C. LINDBERG.

L. U. NO. 369, LOUISVILLE, KY. Editor:

Just a few lines for the WORKER to let the boys know I appreciate their kindness in electing me press secretary. I have never had the opportunity to write a story before, but have told quite a few. So I will do my best.

Things around Louisville have been fair for the last few months, but still can stand some improvement. We have made quite a bit of progress for the electrical workers around here, but are working under an awful handicap, as this city is known as a rank open shop city. We have been able to convince some of the men on the outside that the only way to overcome this is to join with us. And when the open shop leaders preach "Kentucky for Progress" from the hilltops and magazine covers, it must mean better working conditions and higher pay for the man who labors or there will be no progress, as the man who toils is the key to all progress.

We installed the incoming officers at our last meeting. There were very few new faces in the line-up. Had a wonderful attendance and everybody seemed to be satisfied, which, I believe, is a good way to start the new year.

Brother L. C. Kaelin is our business agent and trouble adjuster, and our whole organization is lined up behind him.

Just a few words for a few of our dear Brothers who have not so far boarded the band wagon so we can have a solid front for this coming June when our new agreement goes into effect. As it is my belief that a labor union cannot afford to stand still, we must go forward or stand the consequence of being moved backward. So forward, Brothers, we go, and let's try to make the I. B. E. W. strong and one we can all be proud of.

Brother Ed Kleiderer gave up the job as recording secretary after seven years of faithful service. There has been a rumor going around that he is about to make up a new electric code, and submit it to the city fathers for their approval as Ed is not satisfied with the present code. But we do hope he will at least let the inspectors decide what color they want this book of tricks.

After this goes to press, and if I am still press secretary, I will try again.

SHIP RUH.

L. U. NO. 375, ALLENTOWN, PA. Editor:

Brother electrical workers and others reading the JOURNAL, this is to say "hello" from Allentown, Pa., and the boys of this local union. It has been quite some time since this local union has had a letter in the JOURNAL but that don't say we don't read what the others have to write about, that simply means that the scribe is not on deck when the JOURNAL goes to press. I was elected scribe and re-elected recording secretary and should

have a letter in this last month's issue but, as I said, I wasn't on deck at press time so my letter came back. It was more of a pain in the neck than a letter anyway so it was all right to get it again. I don't know what this will be yet. I never was much of a letter writer, but I'll try anyway. These letters generally make mighty good reading and we always look forward to the JOURNAL both for amusement and knowledge of the electrical trade. I consider myself lucky to belong to an organization that can publish such educational reading for the benefit of the working public.

This local union had a pretty fair year last year but the outlook for this coming year so far is not of the best. There is at present no prospect for much activity in the building trades line this coming year. Our membership is still rated at about 100 and we have about 15 or 20 men out of work just now; just enough to keep the business agent from getting rusty on the job. They hit him up almost daily for a job, thinking, I suppose, that he has an employment agency in his pocket. Well, he should have one anyway.

We have practically the same officers this year again; Brother H. Wilson is at the helm with Brother Fritz as his vice president, then Brothers Thomas and Kalady, the financial secretary and treasurer, are Wilson's left bowers or port watchmen, and I am supposed to balance, the right side or starboard watch, but I hope he don't lean my way. Of course, I can get Casey (ain't that a funny name for a Dutchman) to help me. He sits on my side of the boat and he weighs no less than 300.

We have at present a new working agreement with the International Office for their ratification, which we hope to present to the employers soon, in which we have specified a five-day week and I see in last month's issue that there are at present 20 locals enjoying this condition. Now I think that's good and I don't see why we can't get those conditions. We are also hoping we can have the pleasure of having Brother Bennett come into this jurisdiction to give the contractors the International Office's point of view on this proposition.

We had the pleasure of meeting Brother Kloter in here last month, only he did not stay for any meeting; said he would come back a few weeks later for a meeting but I guess he is too busy and maybe he is afraid we might talk dutch at the meetings but he don't need to be, because our chairman can't handle that stuff.

I think I've got to close up now for this time, as my wife started reading some of the letters in the JOURNAL to me and I can't listen to her and write, too. It's pleasure before business with me so I'll stop writing. So long, everybody.

WEIDER.

L. U. NO. 413, SANTA BARBARA, CALIF.

From A Little Spanish Town

Editor:

Well, fellows; I was thinking of Thomas Edison, now 82 years old. Think of the millions he has made. I don't think he is quoted as one. His name will live forever, so don't think you are getting old at the electrical game.

Things are going along about the same. Our Brother, city electrical inspector, has put his new city ordinance, No. 1430, into effect. It seems to be going over. At this time we are having an oil boom. I guess they know their stuff. It costs about \$10,000 to put in a well and, believe me, they climb to the top of the highest mountain to start drilling and some drill on the ocean beach. I have seen oil oozing out of the side of the hills.

Well, we are pulling for the Boulder Dam and our Hiram Johnson has not laid down yet. Brothers, if you read the newspapers you will see that we are having a hard time to get the six basin states to agree. To what, I don't know. You know I live in California and we are the ones that want to make it possible to get started on the job. Some one has to be the leader, and, boys, I don't know what to suggest; but I know we have a lot of brainy press secretaries that might take a little time and thought and write about it. Look what it means to all of us. Ten years of work for a large force of men and it puts a lot of money into circulation. Some of us will be the lucky ones. I read about Las Vegas, Nev., having a land boom. Well, that is what happens to any large undertaking; we had them during the World War. Now, fellows, don't get discouraged, we will put over the Boulder Dam. It may take a little time. Look back how our forefathers lived on homesteads so long, waiting. Now that is how I see camping on the Boulder Dam project. Of course, there will be no bright lights but what a job it will be. I don't think I ever heard of such a job. Now, boys, don't think I want you to flock out west expecting to get things handed out on a golden platter. If you migrate do so of your own free will; you know this is a free country. Yours truly was born south of the Mason-Dixon Line and has seen about as much of the United States as most of you and, believe me, I am satisfied with the golden west; but I am not a native son. Again, Brothers, I am always heart and soul for the best and welfare of the craft and I surely don't like a knocker.

Fellers, you are old enough to judge for yourselves. Just keep your press secretaries busy and help them to write a few lines. You know one cannot suit everybody. If your wishes are made known to him, he will write about them. I often wonder what to write about that will suit everybody. I wish I could give good advice to everybody, but I cannot do that. You will have to do a little thinking for those that cannot; but, Brothers, don't knock your own home town, in which you live. Be a booster. I will try to keep you informed as much as I can, until I lose my job.

W. H. WELCH.

L. U. NO. 466, CHARLESTON, W. VA.

Editor:

It is with deep regret that I report the death of Brother Jimmy Hayes, of our local. Brother Hayes was apparently well and hearty Saturday at his work and was stricken Saturday night with acute indigestion. Brother Hayes was steady in attendance, an active member, and a heavy wheel horse at our initiations. We'll miss Jimmy.

From the flying start we have, it seems as though L. U. No. 466 is going to make a strong bid for the blue ribbon in "Stork Handicap" for 1929; that is, providing you allow us to drop back over the edge of December to pick up Charlie Donnelly's young daughter, which arrived just in time for the holidays—and they say there ain't no Santy Claus.

And then Brother Arthur Lehman. Brother Lehman was presented with the cutest baby girl you ever saw—I never saw a baby girl but what it was the cutest baby I ever saw. Nevertheless, Brother Lehman has a cute baby girl, but the confounded Dutchman talks so darned much you can't get any data on the subject. Well, our congratulations and best wishes to Mrs. Charles Donnelly and Mrs. Art Lehman.

Sat in the other night and had chow with the Electric League. Boys, it was a strenuous evening. We first took the old trident and slew the ever antagonistic lettuce salad.

Then an old hulk loomed up on the horizon. We grabbed a paddle and bailed and bailed, and bailed and bailed, and finally rescued a deep sea pea from the consomme. The next setting had sort of a Spanish background, the band striking up the Toreador from Carmen. My blood soured within my veins. I could see myself the matador, the picador. I grabbed up my bandarilla and stabbed blindly; the bull groaned and dropped to its knees. Ah ha! At last I had thrown the bull. One more groan, a roar, and the man next to me said, "Take your fork out of my side and eat your steak."

Well, it was a fine meeting of a fine bunch of men, and it looks as though all hands are really interested in the electrical industry in the Kanawha Valley. We have committees out on every conceivable point, and the I. B. E. W. has its share on these committees.

Brother A. T. Stryker, under the banner of the Carbide and Carbon Company, is president of the league. The Carbide and Carbon Company has several other representatives, all members of the I. B. E. W. The I. B. E. W. itself has six delegates. Distributors and jobbing houses have their representatives, as have contractors, both fair and unfair. Though we may have different views on our daily task, there is bound to be a congeniality among craftsmen, which I believe will lead to a better understanding between contractor and journeyman, and especially with our formerly signed up shops, and I believe 1929 is trying mighty hard to smile.

BOB KECK.

L. U. NO. 494, MILWAUKEE, WIS.

Editor:

A few weeks ago a manufacturer announced an increase in employment and before the ink was dry on the order 30,000 men stood in line through a bitter Detroit winter night, each hoping to be one of the lucky ones to be chosen as a cog in the wheel that grinds out automobiles and wrecks nerves. A remarkable thing about this incident was that shortly before this same organization had made a cut in wages, of which very little was said. This is a living picture of our present prosperity.

We know it would be useless to even think of trying to organize those that are employed there with such a mob trying to get in. All I can say is, why are we humans that way?

Being a member of the I. B. E. W. sometimes gives me that comfortable feeling of being in a nice comfortable home with a glass of b— I mean a book on the table and a blizzard blowing outside. You know how it feels to be nice and cozy with only the thought of the coal bill and the wife's spring clothes in mind and we wonder why a lot of fools are out bucking the weather when it is so much more pleasant inside.

Well, to get to the sermon of the month, let's take up the subject of schooling, which is of such great interest at present. I know a lot of electrical contractors around this burg (the same kind can be found in other towns as well) that need a little schooling in good business. I mean the contractor who is willing to tell how cheap he can get help and that all of his work is being done by "contented electricians." These bimboes are dumber than the dumbest; they have no organization to speak of and if they have they don't know what it is all about.

They should be taught that good business conditions can only be gotten through agreements with the local union in their city, and might I add here that a uniform scale of wages and working conditions does more to wipe out unfair practices and cut-throat competition than all the other reme-

dies (of which there is one for every contractor) that have so far been submitted.

We thought that when the epidemic of old house wiring was over with and they had to use some real men to do the conduit work our troubles were over with, but they are not. These daybreak to dark boys are still on the job taking whatever they can get at any price they can get for it. There is the evil, and what can be done about it? We the workers only have our tools as overhead expense but the contractor has his money and time at stake.

This, of course, is not entirely our problem. The fault is with the contractors, but we should, whenever we can, help those who are willing to help up. By that I mean that it would pay to spend a little effort to get some of these contractors into an organization of their own that the local can work with to an advantage.

M. E. CUSTIN.

L. U. NO. 500, SAN ANTONIO, TEXAS Editor:

We have lots of building activities here in San Antonio but for some reason or other there are always a few more men than there are jobs in the building trades. In the line game we have all held on this winter without any layoffs. Some traveling Brothers have had to pass us up due to lack of work, but on the whole we have had a favorable season.

It is gratifying to see our Chamber of Commerce select for its new president a man whom we have reasons to believe will take a broader view on cheap labor advertising. We may be biased in our opinion but we don't believe that there is any real prosperity where low wages prevail.

Well, here is luck to E. H. Kifer, hoping that he will show the same broadminded spirit at the head of that body as he has shown in his dealings with us in the past as general manager of the San Antonio Public Terminal Company.

BILL CARLSON.

L. U. NO. 514, DETROIT, MICH. Editor:

Well now that we have broken into print, I suppose I will have to get a letter in quite regularly or life won't be worth living for me around these diggings. Last month's letter went over better than I had expected and the boys want more, so here goes.

It is funny how such a little thing as a letter in the JOURNAL's columns can instill interest among the members. The secretary has been busy taking changes of addresses, so the boys can get their issue of the JOURNAL, and incidentally plenty of beefs from the boys that they never have received their copies. Well, if my letters will get the boys reading the JOURNAL I will feel my time has been well spent, as there is plenty of food for thought in this paper and may we hope to make better union men out of our members through this medium.

Things in a working way are looking a little brighter and the business agent tells me he expects all hands to be working before the first of the month. We have an occasional run in with the wiremen about doing our work but it never amounts to a great deal, inasmuch as they call on our men occasionally when they are short handed. I guess things are pretty well evened up.

Due to the fact that work has been slow and some of the boys loafing, we have not taken in any new members lately, and the examining board has not had a chance to do their stuff. But we hope it won't be long before that old vise up in the board room will have to be oiled up and see just what the boys can do with it. I am afraid if we

don't make use of it before long that we will have to go looking for it out to Dave O'Connor's garage. That is if I don't beat him to it.

Shop stewards haven't had much to say in their reports lately, but don't get careless, boys; that's a tough old executive board we have. It's your co-operation that helps to make life worth living for us humble fixture hangers.

I want to make mention again about the use of our automobiles. It is true that we are to receive, according to our working rules, 10 cents per mile for the use of our cars and it is also true that some of the boys get every penny that is coming to them; on the other hand, quite a number don't seem to have the backbone to demand it. Bear in mind, Brothers, that we have an agreement with the employers and if you don't get what is coming to you we have the means to get it for you.

And also bear in mind that you have the backing of your organization in everything that your agreement calls for, so, don't be a bit backward in demanding what is justly yours. Live up to your working rules and by-laws and you will have the support of your organization, but if you don't you will soon find yourself out of a job. The boss knows that if you are not loyal to your organization you will not be loyal to him.

I had the pleasure of working with some of the Brothers of Local No. 38, of Cleveland, a few years ago and I have seen from actual experience just how things can be worked out when the members live up to their working rules and by-laws.

If there are any locals whose members in the past have used their automobiles for hauling material, but who have now discontinued the use of their cars and found it to the advantage of their local at large, I would be pleased to hear from them through these columns or at 55 Adelaide Street.

It is a well-known fact that every union organization needs education among its own members, and by education I mean unionism. There are any number who attend meetings month in and month out without the slightest comprehension of what it is all about. They are never heard from on the floor, and if it wasn't for roll call you would never know they existed. But elect some of these same Brothers to an office and they begin to show signs of life. But, unfortunately, only a small number can be elected each year; therefore, only the same old bunch are the ones to keep things rolling. Would it not be a good policy to shorten the term of the lesser officers, such as president, vice president, recording secretary and inspectors, to say about three months and put a new face in each office and not repeat until all had been through the mill? I'll gamble that if this were done we would have to start our meetings in the afternoon in order to get home by midnight.

Don't take for granted that everything said on the floor is o. k.; get up and express your views. The more of us that will do this the more interesting our meetings will be. I wish James Fernie would get up and ride Dave O'Connor the same as Dave used to ride him when he was business agent. We had fireworks then, Brothers.

Let's do all our talking at our meetings and not on the jobs.

F. E. ROBINS.

L. U. NO. 559, KENORA, ONT., CAN. Editor:

Brothers, I am dealing with a grievance I don't know very much about, because I have not been a member of this local long enough, and furthermore it is a two-year-old grievance, which was brought into the limelight by our new Brother officials of our local. This

grievance deals mostly with the operators and to the benefit of the union at large. This grievance is between the pulp and sulphite workers and our own local. The pulp and sulphite union has compelled some of our Brothers to join their union and accepted others who are electrical workers within the pulp mill who were not members of our local.

The power house operators did not receive the same benefits that the pulp mill power operators received because they were not included in the general agreement with the mill. We requested a year or so ago for the pulp and sulphite local not to compel operators to join their union, with an electrical union within their jurisdiction. They would not comply with our demands. Although the union replied that union card men only can work at the mill, that did not benefit our union nor the power operators who are members of our union and who have no protection whatsoever from the same company. The matter was dropped for a time. Now through a recent controversy we have opened the matter and intend to fight it through to a finish. The pulp and sulphite workers are now quite willing to work in harmony with our local. They agreed that only union members that have cards be employed. They will not compel members of our union to drop out and join their local nor will they withhold any members in their union from leaving and joining our union again. The pulp and sulphite workers claim that the misunderstanding has come between our locals through poor management of their local. Now we are going to try to entice all the stray electrical employees into our union where they rightly belong. Through a future controversy we are going to have an electrical workers' agreement included with the pulp and sulphite workers' agreement, under a separate clause.

With application for an organizer to try to fish the stray members out of the lake and put them in their proper baskets, I hope to tell the WORKER about the improvements we hope will be made through the organizer's efforts in enlarging our attendance.

As to general news, there isn't anything very much to say this month. We are doing a little work on the lake now, as it is the best time of the year to work on water pump stringers. If I can find time to take a snapshot of our crew on the lake, I'll send it around for others to see that Local No. 559 is busy working and to see if any local Brothers belong to the rogues' gallery. I pity the boys; they won't have time to put on their Sunday clothes and shave when I go to snap them.

Well, I guess my pile is done for this month. Oh, yes; Brother Drolet sends regards to Local No. 719, down in New Hampshire.

MICKEY.

L. U. NO. 567, PORTLAND, MAINE Editor:

Last month as our special correspondent prepared to submit his article to the criticism of whosever will, it appeared that it might be his farewell appearance or at least with the grim foreboding that this month's session would have to be accomplished in the wide open spaces as our hall was literally yanked from under us, leaving us all in the air.

However, our trustees and hall committee proved worthy of the trust imposed on them and as accomplished aviators, made a safe landing with all of us in a very central location, fine accommodations and no casualties reported save a few rudely jolted members who took rather seriously to heart the fact that the attached expense of moving and fitting up the new hall was considerable in excess of estimates submitted by the com-

mittee and that shoved us pretty far into the red for a starter.

"Nothing venture, nothing have," we've always heard. We have had the experience of the "nothing have," and have plunged into the great venture with an abandon that is almost bewildering and find ourselves overseers of a fine large hall, far too big for us, completely renovated and waiting for tenants. One large assembly room, three ante-rooms, a large hall and all modern conveniences go far to make this hall the most convenient and comfortable in the city.

The painters and our sister Local No. 333 have lent us assurance to go into the venture and their staunch support means the tiding over the first lean months. We are negotiating with several desirable organizations and are confident that when they actually find out what a proposition we have for sale that they will quickly take advantage, pay less rent to a better cause than some corporation and thus whack large slices off our overhead.

We have something to be proud of and to work for if the membership will only line up with the trustees and committee with their moral support. But any members who seek to prove their prediction that the whole thing was a farce can still work out their contention by howling calamity and obstructing the hard work of the committee who have all our interests' trust on their responsibility.

Local No. 333 became so enthused over the hall that they immediately dispatched a delegate to our second meeting, none other than Charles Foren, who, from the east to the northwest is acclaimed the production fried clam champion of all time; his mission being possible ways and means for the installation of a piano. Possibly memory of Brother Foren's previous ability to satisfy our hungry demand for more clams, softened the feelings of us all, at any rate his cause was not lost and is now in the hands of a joint committee to devise how sufficient funds may be raised without further depleting our treasury.

Some of the letters appearing under the head of correspondence are taking on a more classy and editorial effect, the perusal of which must cause our Editor to shiver with apprehension about the security of his job and some of us second raters to read spell-bound and wonder how so much literary talent and theory can "hide their light under a bushel" of an ordinary electrician.

Certainly no other labor journal can be compared to ours, except that all others are just ordinary and the reason for this is apparent, that the intellect of the electrician is above par and that our Editor and his capable staff an inspiration that some of us accept with indifferent success and some with halos of glory.

The press secretary is something like advertising as nothing accurate can be gleaned from the grist he turns out and the only assurance the secretary has is perhaps an occasional compliment, or query as to why he missed this month's JOURNAL, or perhaps unanimous re-election which may only mean that nobody else wants the job.

After all the good things I've attempted to say about our financial secretary, J. R. Fraser, it is necessary to admit that for reasons best cherished by himself he has resigned the office and all apportionment thereunto absodamlutely, forever.

"God moves in a mysterious way, His wonders to perform," but Arthur Smith runs a close second, for without a declining murmur dissenting voice or vote he permitted himself to be unanimously elected for the unexpired term.

M. M. MCKENNEY.

L. U. NO. 569, SAN DIEGO, CALIF.

Editor:

It has been so long since this local has been heard from that I am afraid this will cause a few cases of heart failure, but as most of the Brothers say they are slowly starving anyway, it can do no real harm.

We had an open meeting on January 10, and invited all the contractors and jobbers

and anyone else interested in the industry in town to come. I never saw so many contractors in one place before. If each one would keep one man busy we would have to put on a membership drive to fill the jobs. They had the pleasure of listening to the best list of speakers ever heard at the Labor Temple and the meeting was a grand success. Ex-Brother V. R. "Pinkie" Knight assisted Brother James Cummings in getting the speakers lined up, and acted as chairman for the evening. "Pinkie" is one of the fathers of the local and although he now has a large business of his own has never lost interest in the welfare of the old gang. Mr. Edward Connack gave us a good talk on the benefits of organization and brought out the points that a community with good wages is always prosperous while poor wages make a poor community. He especially urged the contractors to organize and stabilize their prices instead of submitting to the cut-throat condition we now have here.

Brother Oscar Knecht, of the Carpenters, and chief building inspector, gave us some more good pointers along the same line and A. E. Johnstone, chief electrical inspector, urged a better class of work and gave us some pointers on the new underwriters' code.

Brother Ed. Dowell, of the Movie Operators, and city councilman, summed up the information of the evening and suggested the way to bring the industry back to life in San Diego.

Brother Leon Shook, who was organizer in this district for the International Office for many years, let us know that he has not lost interest in the I. B. E. W. and gave us the welcome information that he is always at our service.

There is no doubt that the meeting had its desired effect or at least a start in the right direction for all of which we have got to thank Brother Cummings as this has been his pet idea ever since he was elected to the Business Agent job. He proved that he is on the right track and deserves our support. Let us hope he will have another one like it soon.



THE CREW ON THE CELEBRATED SNELL BUILDING, MIAMI

Brother C. J. Brown was appointed on the city examining board to fill the vacancy left when Brother H. C. Johnson resigned. We all think the mayor made a good selection and hope Charlie don't resign.

We are glad to report that we have come to a satisfactory agreement with Local 465 regarding power house construction work which only awaits the International Office approval to become effective. This settles a long list of committee meetings and we thank them for their patient labor.

IVER KNUDSON.

L. U. NO. 573, WARREN, OHIO

Editor:

In the last issue I promised to give all the boys the low down on L. U. No. 573, Warren, America. Now promises are bad things. Make no promises and you will never have to do anything. I promised my folks if they let me quit school I would work, and after 15 years I find that the promise still sticks.

Now as to our outfit, it's one of the best within the I. B. E. W., though at times my sarcasm sounds as if I didn't think so. But with all my knocking, I will tell the world Warren is the biggest town of its size in America.

This local has closed shop and I mean just that. The scale is \$1.37½ and, believe me, it's earned twice over if you hold a job down.

The third and sixth steps in a ladder are used for ascension but for descent all steps are null and void. I am working out a plan now whereby I combine stilts and roller skates, thus eliminating ladders entirely.

Work here was very slow in early summer but came on fast in the late fall and winter. Of late we have quite a few of the clan helping the shoe merchants by testing shoes on brick. Our president took up a correspondence course in magic and now you can't tell me there ain't no Santa Claus, 'cause it's sure worked out fine. He can now grind out a meeting in 45 minutes and if you don't think that's magic just try it some time.

We have another thing to brag about and that's our attendance, it runs 90 per cent all the time. Now I shouldn't tell how it's done but if you will promise to keep it quiet I'll part with said information. It works on the same principle as a women's catty club. If I fail to attend a meeting Bill Smith is sure to spill a dirty crack about me to the boys and as I want to stand high in local circles I must attend to defend my good name. And it works just that way with all the gang.

The city is running as usual and you still can get a drink. The only complaint I have to make with this place is that it has a habit of copying from larger cities when it has better gray matter of its own. As Chicago goes, so goes Warren, even to the recent drive on vice and crime. But then we have a good police force. Outside of two patrolmen robbing a department store and a detective going to sleep in a speakeasy, they run things 100 per cent.

Now if there is any more dope you want on our outfit and fair city send a self-addressed stamped envelope and I will oblige you.

PRESS SECRETARY.

P. S.: Our state treasury went bad, so if lick comes up in price you'll know what to blame it on.

He wished all men as rich as he
(And he was rich as rich could be)
So to the top of every tree
Promoted everybody.

—The Gondoliers.

L. U. NO. 584, TULSA, OKLA.

Editor:

This is the winter in this vicinity from which we will date all our future weather prognostications. This is the winter of the big snow for us out here among the big wide open places. The building industry has been practically at a standstill since the first of the year. The groundhog was unable to see his shadow but if he stayed out he must have frozen to death since then.

We still have a number of men out of work but hope for an improvement in the situation with the coming of spring.

The scribes are doing better—fifty-one letters in the February issue. Atta boy—but don't quit, you new scribes. So many will write in and say the local has elected a new press secretary, and that's the last we hear from them. I think No. 212 had better put the Copyist back on the payroll. His letters were always full of interest. I believe Brother Woodall must have quit us. There has been no letter from him for some time.

Glad to note quite a list of locals who are enjoying the five-day week. Among them our near neighbors No. 194 of Shreveport. They have always been leaders in this part of the country.

We have bought a seat in the Chamber of Commerce here and presented it to our genial business agent, W. B. Petty. This has been done by practically all the leading crafts here and, I think is a wise move. It is time to form a better acquaintance and more harmony among those who buy and those who sell labor. Each side can learn from the other to the advantage of each. Employer and employee may meet on a more friendly basis and secure a less antagonistic viewpoint on the affairs that affect one side or the other.

The article by Mr. L. K. Comstock in the February issue is a fair and concise treatment of industrial relations along this line and is well worthy of reading and not reading alone, but studying.

Well, Brother Editor, I hope you are all settled in the new home by this time and will look forward with pleasure to seeing the picture you have promised us.

Two of our Brothers, Whitworth and W. A. Vaughn, have been over at Stillwater for two weeks installing Vitaphone in a theater. They have returned and are warming chairs again in the B. A.'s office.

There's quite a bunch of us engaged in that pastime at present. But I think the sun will shine again some day and business may be good. At any rate we can hope so. Saw the name of one of our old members in the lineup of No. 716 at Houston, Brother Hood. Brother Chuck Houghton, one of our members who has been working in Detroit, was held up, robbed and shot by a highwayman in that city but we hear he is getting along nicely. The Brothers all send greetings, Chuck. Hope you are sitting on the world by this time. Brother C. F. Dunbar had to have one of his eyes removed during the past month. He lost the sight of this eye a number of years ago, and it finally gave him so much trouble the doctors advised its removal. He says he feels better than he has for a long time. The rest of our sick members have recovered and are ready for work again. Brother Gadbois has returned from meeting of the International Executive Council.

S. A. KING.

L. U. NO. 595, OAKLAND, CALIF.

Editor:

After reading the splendid articles appearing in the January and February issues of the JOURNAL written by my very competent predecessors, Brothers Gaillac and Feely, I feel quite sure that Brother Rockwell made a great mistake when he asked me to write the contribution for this month, for I know that I cannot hope to come even close to equalling those two very good exhibits of journalism. However, Brother Rockwell was very kind in not limiting me to any one subject, hence, I feel at liberty to write about anything from the weather to the Kellogg Peace Pact.

Starting with the weather, Spring is almost here as has been evidenced by the last couple of weeks of wonderful "California Sunshine." I think that nowhere in the world is the sunshine so marvelous as it is around the San Francisco Bay. (The same thing can be said about the "moonshine.") There are a few days when the fog crowds out the sunshine but we have our "moon" every night regardless of the condition of the atmosphere.

Well, anyway we believe that with the coming of Spring we are going to have a more prosperous year than we have had for the past two or three years. Now don't anyone get "all pepped up" over that statement and quit any good job to come to Oakland thinking you will find the streets paved with money or anything of the kind for we have quite a number still on our unemployed list. We do have hopes though for more prosperity than we have had and there's plenty of room for it.

Too much cannot be said about the spirit in which Local Union No. 595 is conducting its organizing campaign. We have a mighty good booster in Brother Feely and the boys are behind him to a man. In conjunction with Business Agent Stalworth and the other officers a very commendable plan has been worked out that is bringing admirable results. The plan is to organize the work along with the men. We believe this is the best plan in localities where it can be worked. It creates a much better feeling between the employer and employee.

Nor can too much be said about the need for organization. Last winter I listened to a lecture delivered by the personnel director of one of the large department stores in San Francisco in which he stated that they could employ college graduates for \$85 per month. "What a tribute to higher education." When we think of such deplorable conditions how can we but get our shoulder to the wheel and help organize the unorganized workers whether they be engaged in our particular trade or calling or whether they be engaged in some other line of endeavor.

We are living in an age of machinery. If the greatly increased use of machinery lightens the burden of the worker and at the same time shortens his hours of labor thereby giving him more time for study and recreation, then the machine age is a boon to humanity. But on the other hand if the number of unemployed is greatly increased by the many labor saving machines and something is not done to balance the situation, then the machine becomes a menace to society. There is an old and true saying that idleness breeds discontent. Let me add this, "Lack of income due to compulsory idleness breeds discontent and crime is almost sure to follow." How is the machine affecting the employment situation in your locality and what are you doing about it?

I would like to say a word about our attendance prize. Every meeting night in No. 595 a thin dime is collected from each

This month's instalment of "The Freelanders" has been omitted for lack of space.

member present. The collection is put into a special fund known as the prize fund. The names of all the members are placed in a box. A name is drawn out and if the member is present he gets the money. If he is not present another name is drawn and so on until three names are drawn. If none of the Brothers whose names were drawn are present the money is held over until the next meeting and added to the amount collected at that meeting. You must be present to win. When the sum collected amounts to \$25 and no winner has been declared another prize is started and the money in excess of \$25 is listed as a second prize and the two prizes are drawn for in the same manner. No prize is for more than \$25. I think I am safe in saying that the attendance prize has increased the attendance at least 20 per cent. It seems to be more effective than the non-attendance fine system for getting the members out to the meetings. It also adds spirit to the meetings. Brother Baker is to be commended for introducing the plan.

Now a word about our "Christmas Cheer Fund" and I'll close. At every Christmas season we try not to forget a single member of our local who is in distress because of illness, old age or unemployment. In order that these members be taken care of we must have money. The big problem has always been the source of revenue and we believe we have that problem solved. In the days gone by we depended entirely upon the voluntary donations of the Brothers. Now we give dances and entertainments. Last night we put on a monster ceremonial of the "Grand Princes of the Orient" as a benefit. And when I say "monster" that's just the word. Everyone had a splendid time although some of the boys got a little up side down temporarily but came out in the end right side up with care. I was told that the financial end was also satisfactory. Such parties are a fine thing for the fraternal spirit of the organization. We should have more of them. Don't you think so?

S. E. ROCKWELL,
Press Secretary.

JOHN F. LEACH,
Scribe Pro Tem.

L. U. NO. 653, MILES CITY, MONT.

Editor:

Well, another year has rolled around and conditions are looking pretty good for at least a duplicate of 1928, in our vicinity.

At present the boys here are not much worried over work for a week or so as the old thermometer is hanging below zero all the time. January 24 it was 34 below. Of course, our native linemen don't mind playing around on top of sixties, but some of the Brothers working with the telephone gang didn't enjoy the climate, so they have proceeded to pack their tools and depart to a warmer climate. More power to you, Brothers. There's a few more of us that would like to enjoy a sunny climate but are forced to stay here for various reasons. All in all I don't think we should kick too much as when it was 34 below here it was 55 below in Butte and we have to have some time to test out the old heating plant.

Brother Andy Plott, of L. U. No. 340: This would be a swell place to be putting up electroliere at present. We wouldn't need so much ice water.

We had a bill up before the state legislature for state electrical inspection and licensing of electricians, but there was more pressure brought to bear from outside and the bill was rejected, so I guess all we can do is be prepared with a few more statistics and try again next year. Here is hoping we

A NEW SERIES OF HISTORIC PHOTOGRAPHS



BASEBALL TEAMS: COMMONWEALTH EDISON COMPANY VS. CHICAGO TELEPHONE COMPANY.

Year 1901 (All are members of Local Union No. 9, I. B. of E. W.)

1—James Rushford. 2—Phillip Bender. 3—William Cody. 4—Michael White. 5—John Burns. 6—William Stack.

Through the courtesy of Phillip Bender, L. U. No. 9, we publish herewith the fourth in a new series of historic photographs, reviving the old days of union life in Chicago. The subject of this month's picture is "Baseball Teams: Commonwealth Edison Company vs. Chicago Telephone Company."

make the grade as this is a state that needs a good inspection.

Following is a list of the officers for the ensuing year: Brother Carl Long, president; Brother Seth Martin (our worthy justice of the peace) vice president; Brother George Dye, financial secretary; Brother Jack Dreibebliss, recording secretary; Brother William Harrison, treasurer, and Brother George Nelson, foreman. All the Brothers are very capable of filling their positions and most are in their second term.

Inside work here is pretty well caught up for the present but we have a few jobs in sight. The power and telephone companies have plenty ahead so I guess we will all have a good winter, even if it does freeze up.

With the old saying, "That will be all folks," I will sign off for this issue.

HERB. SCHULTZ.

L. U. NO. 665, LANSING, MICH.

Editor:

Our initial outburst in print must be somewhat like the dog's tail—brief.

Local No. 665 has been slowly regaining lost ground for the past two years and this winter has increased its membership 60 per cent. A gain of this size was made possible by the largest shop being shown "the other side of the picture" in a way that made it easy for them to agree.

Work is only fair here, but the feeling prevails that spring will find more contractors lined up and more work available.

The problems confronting other locals, according to their correspondents, are general, especially the one of when shall an apprentice become a journeyman. Then, too, the old

problem of attendance bobs up periodically to be trodden down by prizes or the threats of missing a feed or something.

Our good Brother of the International Office, Mr. E. J. Davis, gave us some good and interesting and instructive points about the insurance plan outlined in the last JOURNAL when he was in our city on a meeting night recently.

Judging by the questions and discussion at that time nearly every one present wanted more insurance.

The boys in warm climates can hardly realize what they are missing by not being in Michigan to sail round and round in your flivver this winter on our streets, covered with from three to eight inches of ice, not snow.

With the wish for a better summer for every one, we close.

H. J. PAGE.

L. U. NO. 695, ST. JOSEPH, MO.

Editor:

Here we are back in print again or hope to be if you can read this. We have been absent for quite a while and have no excuses, I mean we can't find any. I spoke out of turn at our meeting the other night and got this job tacked on to me again. I was sorry that I had complained so much about not seeing our write up in the JOURNAL for over a year, but I certainly would like to see our local's number shine above a nice size item. So here goes the best I know now.

Quite a bit has happened since we last made our appearance in the WORKER and we notice quite a lot of improvement in the JOURNAL; perhaps that's the reason, but we will see.

Our latest sad news is that one of our old-timers has left us and gone way back east. Brother Parks ("Shorty" for the lack of height) is sorely missed. He was a man with a smile and witty word for everyone. He started line work the year that several of our boys first saw this world, 1902. He has kept the faith, fought a good fight and has gone to his life's mate's home to retire.

But—what do we hear? Just recently word came that Shorty was "pole skinnin" again. Another old-timer that couldn't resist the call of the wild.

The boys are all cheerful now that spring has been peeping through. They certainly have had a hard enough time this long, cold winter. There has been more time lost and more sickness this last three months than at any one time in six previous years, but let's not cry over spilt milk, if spring comes early we can all make "whoopie!"

The JOURNAL, last month, was full of locals listing their new officers so I will not take up time or space to put in print our worthy officers. Every one was glad to see so many small and long silent locals coming into view. That's the spirit, keep it up. The bird that writes up the "Magazine Chat", just under the cover, sure knows his "numbers" and where to put them. He makes everything inside sound so snappy and interesting that a flapper couldn't help reading the JOURNAL (without the club, too).

Here's hoping all the sick are well and all the well are reading the J. E. W. Not Ikey or Izzy, but JOURNAL OF ELECTRICAL WORKERS.

RAY EGGERS.

L. U. NO. 696, ALBANY, N. Y.

Editor:

Everything is going fine here in Albany. All the boys are working and it is kind of lonesome for Brother Cummings, our business agent, to be in his office all by himself.

The state office job is going along fine. There are 21 journeymen and six helpers on the job under the supervision of Brothers Winegard, Hartigan and Eliot. Brother Cox is shop steward.

The round-house job is in charge of Brother File, with six journeymen and three helpers. The Ward-Montgomery job is in charge of Brother Lansing, 12 journeymen and seven helpers.

Brothers Funk and McMartin have joined the matrimonial circuit. They both got tired of the short circuit so they took to the long circuit. At our last meeting they both were presented with tokens from the boys of Local No. 696, with wishes of good luck and happiness. The Central Federation of Labor adopted resolutions endorsing the Byrne-Lefkowitz Bill, now before the legislature to amend the civil practice act in relation to procedure in granting an injunction in an industrial dispute and the judiciary law in relation to a jury trial in such proceeding. This is the measure that has been introduced in previous sessions of the legislature at the instance of the New York State Federation of Labor. The bill is the same in every provision as the one presented last year and proposes two changes in equity procedure, one prohibiting ex parte injunctions in industrial pursuits and the other providing jury trial in contempt cases growing out of injunctions, if they are granted.

Supporters of the measure object to the term "anti-injunction bill," asserting that it does not deprive courts of authority to issue injunctions but merely modifies the procedure in the interest of justice. It is, the officers of the local central body assert, the most conservative proposal ever made on the subject of labor.

It gives to each party to an industrial

dispute its day in court before an injunction may be issued.

Present practice permits an employer to obtain a restraining order against employees or a union upon presentation to a court of an affidavit alleging that reasons for such protection exist. If the allegations present adequate grounds in the opinion of the court a temporary injunction is granted pending a hearing and final action. Labor leaders say that by reason of the sweeping character of these injunction orders a strike is often lost before the cause comes to a hearing and opportunity for the affected wage earners to combat the affidavit allegations. In many cases after the formal hearing the temporary restraining order is vacated, but the damage done by the injunction is beyond repair. The demand for relief to labor from the destructive effect of temporary injunctions was widely discussed in the recent presidential campaign and the candidates of the major parties went on record in favor of modification of the present practice.

The New York State Federation of Labor bill failed of passage last year in the Senate by one vote and in the Assembly by eight votes. The officers of the state body assert that this year the outlook for the passage of the measure is very bright. They say that enough members of the legislature are already pledged to the support of the bill to assure its success.

There was a joint hearing on amendments to the state labor law and the workmen's compensation law before the Senate and Assembly Labor and Industry Committees on March 5 and 6 in the capitol. The hearing started at 2 p. m. John M. O'Hanlan, chairman of the legislative committee of the New York State Federation of Labor, was among those representing the federation.

The R. C. A. Movietone and Vitaphone have been installed by the boys of Local No. 696 in the Albany Theatre.

On March 22 L. U. No. 696 will hold their first smoker, and a surprise is waiting for all those who attend.

R. F. TELLIER.

L. U. NO. 716, HOUSTON, TEXAS

Editor:

You are now again about to hear from Houston, the Democratic Convention City, where there is plenty of work and lots of men to do it; but let's not talk about work—the local may fine me for not getting double time.

We read with a great deal of interest the article in the January issue by Brother H. H. Broach, vice president of the I. B. E. W., reproducing his radio address over Station WLWL, New York City. Texas is proud of this native son of hers who has made such a success in life, and has such a great interest in the labor movement. His achievements perhaps will eradicate the false impression had by most Easterners that anyone hailing from Texas was illiterate and destined to end up on a ranch or farm. Keep up the good work, Brother Broach. We're with you.

At our meetings we have wonderful attendance, especially when there is something free, such as a smoker, etc., or when any resolution of importance is to be passed on. Of course, no doubt, like all other locals, we have a few of those philanthropic Brothers who are always willing to vote "Yes" on any motion to decrease the treasury, but never want to vote in favor of subjecting themselves to an assessment to increase the treasury, and the sooner these Brothers wake up to the fact that a local has to have money to operate successfully the better it will be for all concerned.

Well, Brothers, will pull the disconnects

until next month, when you will hear from the Democratic Convention City again.

CHAS. SAXE,
Alias "The Oil City Kid."

L. U. NO. 723, FT. WAYNE, IND.

Editor:

For 150 years Americanism has meant equality of opportunity for the poor man as well as the rich, for the worker as well as the employer, for the working woman as well as the working man. It has meant, as Lincoln put it, "Government of the people, by the people, and for the people," and Americanism means carrying this principle over into industrial as well as political government.

Trade union principles are American principles. To belong to a union means to help retain the American standard of living—the eight-hour day, an American wage and a voice in the conditions of your work. It means a voice and representation in the conditions of your industrial government. To be a trade unionist is to be a self-respecting American citizen who carries over into industry the principles of democracy.

That is why the greatest figures in American history—presidents, judges, clergymen, priests, and rabbis, great educators—believe so strongly in labor unionism.

When Woodrow Wilson dedicated the American Federation of Labor Building, in Washington, the home of the American labor movement, he said: "I am not here to adorn the occasion. I am here to express my very deep interest in it and to show how near it lies to my heart that the legitimate objects of the great labor movement be achieved." Wilson saw that men and women cannot struggle alone against great industrial problems; that America needs the trade-union movement to uphold the principles of justice, freedom and human betterment, which alone can make our country great.

Labor worked with the government to carry out the nation's tasks in the great war; hundreds of thousands of wage-earners joined their trade unions; the eight-hour day was won for millions of wage-earners. Wilson said, "While we are fighting for freedom we must see among other things that labor is free."

Five million American men and women are trade union members, because they believe men and women workers should help build up and share in the American standard of living. Because they have learned that through their unions they have increased wages, shortened hours, reduced accidents, lengthened life, increased educational opportunities—all of which resulted in benefits to themselves, to the industry, to their employer and to the country.

William Green, president of the A. F. of L., said: "Organization among working men and women is a rational, natural, logical process. It has grown and increased in power and influence and through its operation has brought many blessings and benefits to the membership who compose it. Ever since the spark of life and hope was generated in the hearts and minds of working men and women they have pressed forward toward the realization of better living conditions and a better life. Education and understanding have made them conscious of their rights. They have found from experience that these rights can only be acquired and enjoyed through united, intelligent action."

"The American Federation of Labor emphasizes the social value of high wages, reasonable hours of work and humane conditions of employment. We are endeavoring to establish a wage level that will permit

every working man and woman to enjoy an American standard of living. We are endeavoring to eliminate poverty and distress, to care for the sick and dependent members. We are trying to extend these benefits to all workers, skilled and unskilled, through organization and co-operation."

ANTHONY J. OFFERLE.

L. U. NO. 728, FT. LAUDERDALE, FLA.

Editor:

The first one nearly gone and I am starting in to see if I can hit another twelve without getting canned. This is a very hard job to lose I have found; competition is not very keen in this neck of the woods; if it wasn't for the Woodchopper cutting away over at St. Petersburg, I guess I would be all alone. But I don't get lonesome very easy.

Well, the old sun is hitting on all six down here; we haven't had to roll our sleeves down for nearly a month now and that suits me. If there is anything I hate to do it is to fish with my sleeves down. Is there any fish? Say, boy, you don't know the half of it. Bob Keck's cat wouldn't have to be carried behind the stove down here to a pan of milk or located in the cellar, she would meet you at the front gate because you always get enough to feed the kitty.

The ponies have been going around the center field down at Miami for the past week, the first time for two years, but I don't see any signs of a like event at our track at Pompano. Would sure like to be able to tell you that they were going to get started but I guess you Brothers that used to put your hats under the benches in old No. 728 will have to wait awhile for that news. We have three or four Brothers that don't get to their golf and bathing regularly on account of having to work a couple of days every once in a while, but I think they will live through it O. K.

We are having a pretty good turnout at meetings lately. We used to meet every two weeks, but the boys got so used to sitting around that getting up only twice a month was too much of an effort so they just stayed set, but getting them out every week has waked them up right smart, and what meetings, when we get all eight of them up there, Boy Howdy! John Olson, our watchdog, starts to growl and then Brother C. W. Robertson gets started and by the time we get through a merry time is had by all. And you talk about a bunch of stickers. I really believe that with Brother Steve Bryant at the helm, this old ship could sail through anything, and I almost forgot to tell you, we have the best recording secretary you ever saw. Custer is his name and when our boys get together and try to force him into one of them last stand acts when you have that part about reading the minutes, it is worth anybody's money to see him come through. We have a new foreman, Warren, and when some tardy Brother tries to sneak past the gate we call time out and gather around. And the inspector, Charlie Gutteridge; boy, when he inspects they stay inspected. He has one of those ways you know.

Well, Brothers, I guess you know by this time that news is scarce down this way. Our work is about done and we are waiting and wondering what next, but I hope that by next month I can tell you some news, but if I can't, why I will just as soon as we have something good to write about. So be patient, Rome wasn't built in a day and neither are press secretaries, so here's hoping.

EARLE L. WARREN.

Wisdom is something we perceive better in retrospect than in prospect.

L. U. NO. 734, NORFOLK, VA.

Editor:

I guess I will fail to get this letter to you in time for the March issue of the JOURNAL, but here goes.

The boys are still checking up on me, the kick this time being that I should have included in my mention of the navy yard leading men: L. A. McCall, yard and docks; "Captain Bob" Winstead, electric shop; "Two-gun Jake" Ketcham, destroyers, tugs, etc.

Owing to the fact that I misplaced my memorandum of the meeting when installation of officers was held, I am late with my report on that score. We now have for president, V. E. Sauvan; vice president, V. M. Sylvester; financial secretary, J. Fred Cherry; recording secretary, Jerome E. Hawkins; treasurer, Joseph Rosana; trustees, R. C. Rutherford, "Shorty" Parsons, "Slim" Carlisle; foreman, R. M. Hancock; inspectors, "Boston" Manley, "Slim" Carlisle.

"Boston" Manley broke his right arm bending a two-inch iron pipe last week. No, he is not that strong; he was using a bending press and the pipe broke, one end of it striking his arm above the wrist.

Here are a few famous alibis for not applying for membership in the union (you have heard them before):

"Not this week, because the installment falls due on my new automobile."

"I believe in organized labor, but can't give you my application this week, because the installment falls due on my new radio set."

The same line of "bull" is also used in explanation for failure to pay dues and assessments. I wonder how many of those birds could buy automobiles, radio sets, etc., were it not for the wages and conditions made possible entirely by our organization?

I can think of a lot of material for a letter during the day, but it seems that I leave it all on the job and can't remember it after I reach home and "feed up."

Will have to carry a note book in my pocket from now on.

AL. SPALDING.

L. U. NO. 948, FLINT, MICH.

Editor:

Overtime. A remark made by one of our members at a local meeting has caused me to write this article. The substance of the member's remark is: that work to be performed, necessitating the opening of a circuit during a factory's noon lunch period should be considered overtime and the worker should receive double time for this work although he had taken his lunch period just previous to this time.

I have never heard of such an overtime rule being in effect and it struck me as being one of the dumbest remarks I have ever heard a union man utter.

I am not an overtime hound. I can earn a decent living by working eight hours a day with a 44-hour week. I have always had a feeling when I worked overtime that I was helping to increase unemployment.

Here are some facts. Suppose a local has a membership of 100 who aggregate 300 hours' overtime in one year. This is an equivalent of 37½ days. These 100 men have not only taken one workman's employment away from him for 37½ days but they have decreased the demand for labor throughout the whole year.

Now if we consider unorganized labor, working 9, 10 and 12 hours a day and organized labor working overtime throughout the United States we begin to see one of the reasons for widespread unemployment.

If all unorganized labor worked on a basic 44-hour week and received a living wage and organized labor performed no overtime work,

I believe there would be a demand for every man and woman who is physically and mentally able to work throughout the year. I believe that when the American Federation of Labor and our International Officers endorsed the eight-hour day, they did so primarily to equalize the distribution of labor, not to create a demand for overtime.

AN ELECTRICAL WORKER,
L. U. No. 948.

L. U. NO. 1037, WINNIPEG, MAN., CAN.

Editor:

"A little nonsense now and then
Is relished by the wisest men."

The warm reception of my last two letters to our now famous JOURNAL is aptly expressed in the above well known quotation.

Goodness only knows that life is drab enough and cares are onerous enough in our struggle for our daily bread that I don't think it is necessary to discourse on them every month in the correspondence pages of the JOURNAL.

It has been so doggone cold up here since just after Christmas that we haven't had much time to think about anything else but shovel in coal, incidentally pay for it of course, that is a mere detail, carry out the ashes, which said pile of ashes in the back yard has assumed gigantic proportions, that the time has passed so quickly we have been somewhat overlooking our other troubles, which weren't very big anyway.

We have a nice little power fight on in Winnipeg just now.

Premier Bracken and his cabinet made a donation of a power site on the Winnipeg River about 80 miles from Winnipeg, capable of developing 110,000 H. P. and estimated to be of the value in the commercial world of around \$20,000,000 to the Winnipeg Electric Company.

Some of the politicians on the other side, who apparently did not get any share in the plums which were donated for the concession, raised quite a holler. They accused the Bracken government of various malpractices which are quite common in political circles, such as the Muscle Shoals affair in the U. S. and various other affairs which have made the power trust what it is. The Government of Manitoba, to forestall any immediate explanation to the legislature at present in session, appoints a royal commission, which in British Law, means a commission of three judges which can go quite a ways into getting the truth, and the opposition newspaper take good care that all evidence of a damning nature to the present government will reach the public, and incidentally try to cover up some of their own past. In the last few days they have disclosed the fact that the minister of public works, and the attorney general (a lawyer, mind you, getting caught at his own tricks), had both been dabbling in shares of the Winnipeg Electric. This is the company that got the concession under the name of the Northwest Power Company, and which in turn is a subsidiary of the Canada Power Company.

Anyway the president of the company resigned just previous to it getting a little too hot, and went to reside in a little town called Los Angeles in California, for the sake of his health. Ahem. The two gentlemen mentioned, when accused of buying shares before the company was officially granted the concession, and expecting to sell them after the donation was made public, and the shares would naturally rise, admitted that they had done so to the tune of several thousands of dollars worth. Today, February 19, they have resigned from the cabinet and some interesting developments are expected.

If you think this is interesting, Brother Editor, I'll let you know next month how it has developed.

Thinks are pretty quiet around the local. All the members employed in the city are working but the country gangs are pretty well shut down for the winter. Our invalids are progressing fairly well. Brother J. Woodman is working a little, but we are all looking forward hopefully to spring when the sun shines on both sides of the fence. I'd better stop before G. M.'s blue pencil gets energetic. I'll talk to you all again later.

IRVINE.

Following is the financial statement of money received by this local to the credit of the Fred Madison Fund:

Total donations to date, Feb. 19.....	\$514.45
To cheque of Dec. 20, 1929, forwarded to Brother Madison in time for Christmas.....	\$300.00
Printing and distributing circulars.....	37.51
Exchange on checks.....	8.12
	\$345.63
To cheque still in favor of Brother Madison	168.82
	\$514.45

1037	Winnipeg	\$50.00
134	Chicago	25.00
213	Vancouver	20.00
353	Toronto	15.00
103	Boston	15.00
66	Houston	11.05
348	Calgary	10.00
559	Kenora	10.00
344	Prince Rupert	10.00
712	New Brighton	10.00
372	Boone	10.00
208	Norwalk	10.00
65	Butte	10.00
298	Michigan City	10.00
319	Saskatoon	10.00
17	Detroit	10.00
435	Winnipeg	10.00
	H. H. Broach.....	10.00
125	Portland, Oreg.	10.00
323	West Palm Beach.....	8.00
333	Portland	5.00
396	Boston	5.00
159	Madison	5.00
1086	Tacoma	5.00
120	London, Ontario	5.00
963	Kankakee	5.00
631	Newburgh	55.00
417	Coffeyville	5.00
140	Schenectady	5.00
598	Sharon	5.00
252	Ann Arbor	5.00
41	Buffalo	5.00
556	Walla Walla	5.00
461	Aurora	5.00
352	Lansing	5.00
339	Fort William	5.00
100	Fresno	5.00
375	Allentown	5.00
382	Columbia	5.00
586	Hull	5.00
430	Racine	5.00
250	San Jose	5.00
106	Jamestown	5.00
1147	Wisconsin Rapids	5.00
413	Santa Barbara	5.00
393	Havre	5.00
230	Victoria	5.00
561	Montreal	5.00
716	Houston	5.00
115	Kingston	5.00
418	Pasadena	5.00
636	Toronto	5.00
602	Amarillo	5.00
575	Portsmouth	5.00
364	Rockford	5.00
80	Norfolk	5.00
	J. P. Noonan	5.00

377	Lynn	5.00
145	Rock Island	4.10
677	Cristobal	3.00
732	Portsmouth	3.00
	Baltimore	3.00
1095	Toronto	2.00
257	Jefferson City	2.00
150	Waukegan	2.00
174	Warren	2.00
222	Bar Harbor	2.00
108	Tampa	2.00
86	Rochester	2.00
735	Burlington	2.00
292	Minneapolis	2.00
874	Zanesville	2.30
665	Lansing	2.00
308	St. Petersburg	2.00
	Omaha	2.00
1047	Toledo	2.00
181	Utica	2.00
243	Salinas	2.00
110	St. Paul	2.00
670	Fargo	1.00
446	Monroe	1.00
367	Easton	1.00

\$514.45

Fraternally submitted,

R. G. IRVINE,
Treasurer, L. U. No. 1037.

L. U. NO. 1141, OKLAHOMA CITY, OKLA.

Editor:

Work here at present is very slack, due to the fact that we have had a rather long and continued spell of cold weather and it has hampered progress on outside and construction work, and delayed new work and jobs that some of the members have been looking forward to for their bread and beans. We are expecting activities to open up soon but at present there is not much work to be done here. Most of the members have been able to work at least part of the time and few have had to keep the bench warm.

Have had a few traveling Brothers drop in on us this winter, some were given work but most of them were compelled to pass on down the line. Right now it is not advisable for the travelers to head this way until work here opens up. We have just had two shops sign our new working agreement for this year, at the present writing, but look forward to soon see more of the shops' names on the dotted line.

Before I sign off I want to tell the traveling Brothers to not make the mistake that some traveling Brothers have done in the past and that is, fail to register with this local union or notify the secretary before attempting to secure any work in this city.

MONDAY.

Co-op to Cut Medical Costs

The high cost of medical care will not worry members of a new consumers co-operative hospital union, now being formed in Chicago, under the plan of the Civic Hospital Assn. Each member is charged \$18 a year dues, payable monthly, and in return will be entitled to 14 days of hospital care whenever he wants it.

Some time ago this JOURNAL suggested that the great expense of medical treatment might be solved by labor groups, co-operatively. This association promises to solve a big problem for its members, and similar groups should be organized in other cities. The entire hospital maternity cost, or the entire expense of an operation, exclusive of doctor's fee, could be covered at a fraction of its usual cost, by belonging to the association. The headquarters are at 55 E. Washington Street.

Before the U.S. SUPREME COURT Special Cases of interest to LABOR

No. 104

Federal Courts Have No Jurisdiction in "Soldiers Bonus" Certificates

The United States courts have no jurisdiction in cases arising against the Government out of Adjusted Service Certificates, commonly known as "Soldiers' Bonus." The Supreme Court thus held in the case of United States against Florence E. Williams, reversing the decision of the Circuit Court of Appeals for the Third Circuit. Mr. Justice Sutherland delivered the opinion of the Court.

Mrs. Williams filed a petition in the United States District Court in Pennsylvania, claiming that her husband, a World War Veteran, had died, leaving an Adjusted Service Certificate in which she was named as beneficiary, entitling her to some \$800. She also claimed that she had complied with the requirements of the law and with the rules of the Director of the Veterans Bureau, but that payment had not been made.

The Government contended that the claim in question was in the nature of a pension, over which the District courts have no jurisdiction, and that the benefits of the World War Compensation Act are to be awarded by the proper executive departments, and not by the courts.

The District court decided in favor of the Government, but was reversed by the Circuit Court of Appeals for the Third Circuit, which held that the certificate was in substance a paid up insurance policy, not a pension, and that the District court had jurisdiction.

The Government brought the case to the Supreme Court of the United States, contending that millions of such certificates have been issued and that it was necessary to have an authoritative ruling on the jurisdictional question in suits brought upon these certificates.

No. 676

U. S. Shipping Board Merchant Fleet Corporation, etc., et. al. v. Benjamin Lustgarten. C. C. A. Second Circuit (28 F. (2) 1014).

Whether the Merchant Fleet Corporation, and the operating agent of a vessel owned by the United States, can be held responsible in an action at law for personal injuries sustained by a seaman, because of wrongful acts done at sea by the master of the vessel and not resulting through the personal negligence on the part of the Fleet Corporation or the operating agent. Whether the action is in substance one against the United States.

IN MEMORIAM

Jim F. Simpson, L. U. No. 59

Whereas Almighty God, the Supreme Ruler and Holder of mankind, has in His infinite wisdom seen fit to take from our midst on this earth our Brother, Jim F. Simpson, to his Heavenly home; and

Whereas we, as members of Local Union 59, I. B. E. W., deeply mourn our loss, and extend our heartfelt sympathy to his bereaved family and relatives in their hour of sorrow; therefore be it

Resolved, That we drape our charter for a period of 30 days in memory to him and that a copy of these resolutions will be spread upon the minutes of our meeting, and a copy be sent to his bereaved family and a copy be sent to the official Journal for publication in same.

W. B. LEACH,
T. C. MONISEN,
WM. BUCKLEY,
Committee.

ROB ROY,
President.

H. Higgins, L. U. No. 259

It is with deep sorrow that we, the members of Local 259, I. B. E. W., mourn the loss of our esteemed Brother, H. Higgins. His noble qualities and kindly spirit, his loyalty and deep affection will ever remain fresh in the memory of those who knew him best; therefore be it

Resolved, That we, as a union in brotherly love, extend our heartfelt sympathy to his relatives and friends; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days in memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy to the International Office to be published in the official Journal and a copy be spread on the minutes of Local 259.

P. J. DEAN,
Recording Secretary.

George Walker, L. U. No. 588

Whereas it has pleased Almighty God to call from his loved ones Brother George Walker; and

Whereas we deeply regret this sad occasion which deprives us of the companionship of so faithful a friend and Brother; therefore be it

Resolved, That Local Union No. 588, I. B. E. W., extend our deepest sympathy to the family in this hour of bereavement; and be it further

Resolved, That our charter be draped for a period of 30 days and a copy of this resolution be spread on our minutes, a copy sent to the family and a copy sent to the official Journal for publication.

WM. RIOPELLE,
LEWIS C. DUPEE,
GEO. E. BELL,
Committee.

Roy Shobert, L. U. No. 440

Whereas Almighty God, the Supreme Ruler and Holder of mankind, has in His infinite wisdom seen fit to take from our midst on this earth our Brother, Roy Shobert, to his Heavenly home; and

Whereas we, as members of Local Union No. 440, I. B. E. W., deeply mourn our loss, and extend our heartfelt sympathy to his bereaved family and relatives in their hour of sorrow; therefore be it

Resolved, That we drape our charter for a period of 30 days in memory to him and that a copy of these resolutions will be spread upon the minutes of our meeting, and a copy be sent to his bereaved family and a copy be sent to the official Journal for publication in same.

ROY W. SLEEPER,
PERCY RICH,
Committee.

R. F. Van Etter, L. U. No. 200

It is with deep regret that we, the members of L. U. No. 200, announce the death of our late Brother, R. F. Van Etter.

Whereas Brother Van Etter was initiated November 24, 1904, into L. U. No. 770, of Seattle, Wash., and has always been a true and loyal Brother; be it

Resolved, That we, the members of L. U.

No. 200 bow our heads in humble submission to God's will. We mourn the taking away of our associate and our heartfelt sympathy is extended to the bereaved son and relatives and we commend them to the care of Him who doeth all things well; and be it further

Resolved, That the charter be draped for 30 days out of respect for the memory of our late Brother, R. F. Van Etter; and be it further

Resolved, That a copy of these resolutions be sent to the son of our late Brother, and a copy be sent to our Journal for publication and a copy spread on the minutes of L. U. No. 200.

WADE WILSON,
R. J. MORROW,
HUGH HARRIS,
Committee.

A. O. Chapman, L. U. No. 629

At a recent meeting of Local No. 629, I. B. E. W., the following resolutions were unanimously adopted:

Whereas Divine Providence has seen fit to remove by death our esteemed Brother, A. O. Chapman; therefore be it

Resolved, That we, the members of Local 629, I. B. E. W., tender the bereaved widow and family of our departed Brother our heartfelt sympathy in this hour of trial; be it further

Resolved, That our charter be draped for a period of 30 days, a copy of these resolutions be spread on the minutes of our local union, a copy forwarded to his widow and a copy to the International Office for publication in the Journal.

R. J. McLELLAN,
Recording Secretary.

George W. Reed, L. U. No. 156

Whereas it has pleased the Supreme Ruler in His abundant mercy to bring to a peaceful close the long suffering of our esteemed Brother, George W. Reed; therefore be it

Resolved, That we bow in meek submission to the will of Him who doeth all things for the best; and be it further

Resolved, That we extend to the family of Brother Reed our sincere sympathy and commend them to the care of an all-loving Heavenly Father for the comfort that He alone can give; and be it further

Resolved, That our charter be draped for a period of 30 days in loving remembrance of our departed Brother; and be it further

Resolved, That these resolutions be spread on our minutes, and a copy be sent our official Journal for publication, also a copy sent the bereaved family.

CHAS. FUNKHOUSER,
L. C. McQUEEN,
D. E. GORDON,
Committee.

Joseph Holik, L. U. No. 195

Whereas the members of Local Union No. 195 deeply regret the sad and sudden death of our esteemed Brother, Joseph Holik; therefore be it

Resolved, That we extend our heartfelt sympathy to the bereaved family; and be it further

Resolved, That we drape our charter for a period of 30 days and a copy of this memorial be spread upon the minutes of our local, a copy be sent to the family and a copy to the official Journal for publication.

EDW. G. WEGNER,
Recording Secretary.

H. J. Rechter, L. U. No. 6

Whereas it has been the will of the Almighty God to remove from our midst our esteemed Brother, H. J. Rechter; and

Whereas Local Union No. 6 of the International Brotherhood of Electrical Workers through the untimely passing away of Brother H. J. Rechter, has lost one of its most loyal Brothers; therefore be it

Resolved, That we extend to the bereaved family of our late departed Brother, H. J. Rechter, our heartfelt sorrow and sincere sympathy and condolence; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, a copy be spread upon the minutes of the local union and a copy be sent to the

International Office for publication in the official Journal; and be it further

Resolved, That the charter of Local Union No. 6 of the International Brotherhood of Electrical Workers be draped for a period of 30 days out of respect for the memory of our late Brother, H. J. Rechter.

ALBERT E. COHN,
HARRY BRIGAERTS,
FRED S. DESMOND,

CHARLES C. TERRILL,
President.
CHAS. W. BOWMAN,
Recording Secretary.

Arthur K. Christy, L. U. No. 347

Whereas the members of Local 347, International Brotherhood of Electrical Workers, deeply regret the sad death of our esteemed Brother, Arthur K. Christy; therefore be it

Resolved, That in this hour of trial and sorrow we extend to his family our deepest sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days and that copy of these resolutions be sent to his family, a copy spread upon our records and a copy be published in our official Journal.

R. T. REAVES,
I. G. ARMOUR,
CHAS. JAHN,
Committee.

Frank G. Lipple, L. U. No. 309

It is with deep regret and sorrow that we, the members of Local Union No. 309, of the International Brotherhood of Electrical Workers, mourn the loss of our esteemed Brother, Frank G. Lipple; and therefore be it

Resolved, That we, as a union in brotherly love, extend our heartfelt sympathy to his relatives and friends; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days in memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy sent to the International Office to be published in the official Journal and a copy be spread on the minutes of Local Union No. 309.

J. B. NUGENT,
E. P. DOYLE,
C. H. BLACKMAN,
Committee.

Byron W. Black, L. U. No. 640

Whereas the members of L. U. No. 640, I. B. E. W., deeply regret the untimely demise of Brother Byron W. Black, who was killed in an accident.

Resolved, That in this hour of sorrow and trial, L. U. No. 640, through its committee extend to the bereaved family its deepest sympathy; and be it further

Resolved, That our charter be draped for a period of 60 days, and that a copy of these resolutions be sent to the family of the late Brother Black, a copy sent to the official Journal, and a copy be spread on our records.

EDWARD GRACIE,
O. C. JOHNSON,
DANIEL J. McDOUGALL,
Committee.

James Hayes, L. U. No. 466

Whereas the Great and Supreme Ruler of the Universe has in His infinite wisdom removed from among us one of our most worthy and esteemed Brothers, James Hayes; and

Whereas the long and intimate relationship held with him in the faithful discharge of his duties has endeared him to our hearts beyond measure; therefore be it

Resolved, That the sudden removal of such a life from among us leaves a vacancy hard to fill and will be realized more so as time goes on; therefore be it further

Resolved, That we extend to his family our sincere sympathy and profound regret; and be it further

Resolved, That a copy of these resolutions be sent to the family of our departed Brother, a copy sent to the official Journal for publication and a copy to be recorded in the minutes of this organization.

J. E. SPALDING,
R. C. MILLER,
R. O. KECK,
Committee.

Walter E. Harris, L. U. No. 66

Whereas the Great Supreme Ruler of the Universe has, in His infinite wisdom, taken from among us one of our worthy and esteemed Brothers—Walter E. Harris—who passed away Tuesday, January 8, 1929; and

Whereas when the final day of accounting arrives for him we sincerely and earnestly

THE CASE FOR EMPLOYER VIOLENCE—SUBSTANTIVE RECORD

(Continued from page 121)

in state legislature, in Congress, but above all else upon the bench.

"Take an active part through the many agencies in your community in seeing to it that proper men are placed in public office. They are the ones who makes the laws and render decisions.

"They will invalidate your work unless they have an understanding of the labor problems."

This doctrine of "might makes right" is backed by a widespread propaganda, reaching churches, schools and women's organizations.

1. To Women's Clubs

"The wives of your members will be found in most cases to be leaders in women's clubs.

"Reach them individually or in groups and give them the background of the open shop.

"Reach them through direct contact; through literature and other means so that they will be made able exponents of the cause.

"Have them create occasions to lay before the different groups the principles of the open shop.

"Secure opportunities to appear before women's clubs in the interest of the open shop.

"In short, keep the women in a wholesome and constructive attitude of mind on these issues.

"This will automatically prevent the usual stampede which often happens in women's organization through the insidious efforts of women who are 'planted' in the organizations for well-known reasons and who presume to speak for untold millions of women voters.

"Organize a women's auxiliary to your parent organization as a means of enjoying constant contact with your representative women.

2. To Churches

"Furnish your pastors with literature on the open shop.

"Meet with your ministerial association."

3. To Schools

"Scan the textbooks to see what is being taught in your schools on economics, sociology and American history.

"If questionable material is found make a protest to the textbook commission.

"Offer prizes in schools for the best essays on industrial questions.

"Furnish debaters with ample material for the proper presentation of their subjects.

"Solicit and accept invitations from universities and colleges in your state to present and plead the cause of the open shop.

"Go into classes on sociology and economics and give them, two or three times a year, an interesting half hour on your work.

"School teachers will be found largely to have only academic knowledge of industrial problems.

"Industrial associations must see that facts reach them.

"Practical men must be charged with this responsibility."

4. To Employees

"Encourage employers to grant an occasional 15-minute or half hour layoff to their employees, to come together and hear an instructive talk on subjects that will bring about more cordial and healthy relation between them and the management.

"Have these talks well prepared and convincingly presented.

"See that they are within the mental reach of the employees.

"The industrial association should train speakers, preferably their own members, to do this service."

What is revealed in these documents is a militant organization organized to destroy labor unions. While one section of American industry is talking co-operation, scientific management and rationalization, the open shop section is waging secret, relentless war.

(To be continued)

GERMAN SYNDICATE BUILDS WITH AID OF L. U. NO. 325

(Continued from page 126)

on the up grade. In his missionary proselytizing Dowling not only did satisfactory work for the local but also made it his business to visit the Central Body and Building Trades Council and individual locals and spread the gospel of unionism, and, as summed up, caused an awakening that is far-reaching in its effect throughout these organizations, which spells better understanding and conditions in the future. The local enrolled about 25 new members during the campaign and at present is in better working condition than in the past.

The officers of the local at the present time are as follows: President, Henry Drasher; vice president, Ray Westbrook; recording secretary, Earl Springer; financial secretary, A. D. Barnes; treasurer, Edward Davis; foreman, William Gibson; inspectors, William Crossley and J. Foot.

STUDY OF WORKS COUNCIL OF THE GENERAL ELECTRIC

(Continued from page 119)

ployees, but a "natural" result of industrial conditions. The councilmen are assured by the manager that, so far as possible, transfers of employees will be made from departments in which work is slack to other departments.

Description of Meeting

After the manager has reviewed the general business outlook of the Company and has presented any points considered by him to be of general interest to the men, or the knowledge of which might create good will and understanding (such as selling to the employees new personnel policies of the company) the question committee takes the floor. This committee is composed of five councilmen elected by the council each year for the purpose of selecting questions from among those which have been formu-

lated by the individual councilmen and handed to the committee some time previous to the meeting.

A copy of all questions is sent to every councilman and to the management about a week before the meeting. This enables the management to look into the practicabilities of any doubtful proposals and to frame answers before the possible discussion which might arise at the meeting. The councilmen, however, have no formal method of getting together for discussing or airing their views in regard to the various questions.

For the most part questions take the form of suggestions that this or that be done for the good of the employees involved, that the afternoon sunlight be regulated in the carpenter shop,* that lights be installed in the parking field,* that lighting connections be improved in the varnish room,* that smoking places be provided for the employees during the noon hour,* that the company provide group automobile insurance,* that airlines be installed on the grounds for pumping tires,* that employees should be transferred to other departments when work from their departments is sent to other plants.

Trifles Debated

Many more questions or suggestions of similar nature are raised for the management's deliberation. Most of these the manager disposes of very quickly by announcing that this or that will be investigated, that such and such is impracticable, that action has already been taken, or, as in the case of transfer of employees from one department to another, it is being done wherever possible.

(To Be Concluded in April)

What nonsense it is, then, to talk of liberty as if it were a happy-go-lucky breaking of chains. It is with emancipation that real tasks begin, and liberty is a searching challenge for it takes away the guardianship of the master and the comfort of the priest. The iconoclasts didn't free us. They threw us into the water, and now we have to swim.—Walter Lippman.

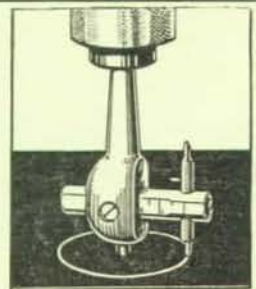
"I am firmly of the opinion that if, at the beginning of this government, the Senate and the House had commenced to transact public business behind closed doors, we would not be here today, at least representing the same government that we are now trying our best to represent. I do not believe that a democracy can permanently stand when its public business is transacted in secret."—Senator George W. Norris of Nebraska.



"JIFFY" SOLDER DIPPER solders 50 to 75 joints with one heat. Does not smoke the ceiling, spill or burn the insulation.

"JIFFY" JUNIOR CUTTER

Cuts holes 1" to 3" in diameter in sheet metal, outlet boxes, bakelite, etc. Fits any standard brace. It may also be used with drill press. Special this month only, Solder Dipper, \$1; Junior Cutter, \$2.75 Prepaid; if accompanied by this ad and remittance.



— Mail Today —
PAUL W. KOCH & COMPANY (Established 1915)
Room 400, 19 S. Wells St., Chicago, Ill.

Enclosed find

- ☐ Send me a Dipper @ \$1.00.
☐ Send me a Junior Cutter @ \$2.75.
☐ Send complete Jiffy bulletin.

Name _____
Street _____
City _____

Money back if not satisfactory. "Originators of Jiffy line of labor savers"

Radio's Lightning Swiftmess

(Continued from page 127)

Many people in America became interested in radio. In 1902, Prof. Reginald A. Fessenden of the Weather Bureau was experimenting on wireless telephony. Another young engineer, Lee de Forest, made improvements in radio and found backers, organizing a company. The navy, which had turned down Marconi's proposals, began to shop around for European instruments and equipped ships and shore stations. As its system grew the navy became the rival of the American Marconi Company, and became a fervent advocate of government ownership of all radio in the United States.

The greatest service of wireless telegraphy at this time was recorded on the sea. The fact that radio signals spread in all directions made the apparatus invaluable for distress signals. In 1910, President Taft signed an act of Congress making radio sending apparatus imperative on seagoing passenger vessels. Then came the dramatic Titanic disaster—ships sped to the rescue of those in life boats and saved many lives. Later it was found that another ship much nearer did not respond to the S O S because the one operator was off watch. Then the radio act was enlarged to require two operators and a constant watch.

Rumblings of war brought the interest of governments to radio possibilities, forcing them to build and maintain stations for fear that telegraphic communication might be cut off. Important scientific discoveries were made; Dr. Langmuir of the General Electric laboratories made the modern vacuum tube and the Telephone Company worked on the development of radio telephony.

America's entrance into the war brought with it a tremendous radio program. The government commandeered 59 coastal stations, to be handled by the Naval Communications service. They took in all government ships, shore stations, and overseas communications. The private companies, which were in the midst of their usual bickerings over patents, were shut out entirely. The Navy assumed liability for all patent infringements and called on the companies which had been doing research without being able to use their results on account of patent tangles, for aid. The General Electric, Westinghouse and many others got into the radio business with improved sets. Then the Navy bought out the Marconi ship and coastal service, and the radio compass was developed to guide ships in the fog. With the aid of the General Electric, trans-Atlantic communication was solved.

This was time of swift progress for radio but the mad shuffling of patents and legal rights was to bear fruit in many difficulties later on. At the end of the war the Navy was in possession of almost every wireless facility in the United States and wanted government control to continue. A bill to this effect was offered in Congress in 1918, but the private companies lobbied strenuously to defeat it, and the commercial interests scrambled back into the field. The General Electric Company, at the instigation of Admiral Bullard and Commander Hooper of the Navy Radio division, bought the American Marconi Co., and organized the Radio Corporation of America. With the General Electric's important patents and the Marconi Company's high powered commercial facilities, the Radio Corporation of America had the strongest position in the game, though Westinghouse and Western Electric were eager competitors.

Not till 1919-1920, was the voice transmitted over the air. Frank Conrad of the Westinghouse laboratories developed an apparatus and broadcast music, by means of a phonograph, for the pleasure of people within a few miles' radius. Amateurs built sets to hear the radio music and sets began to be manufactured. Westinghouse woke up with a start, and decided to sponsor broadcasting. The station was licensed, like a ship station, with the call letters KDKA, and the returns of Harding's election were broadcast.

Now came the radio boom. In September, 1921, three other broadcasters followed KDKA. By the end of the first year there were 508 broadcasting stations. Though 295 of these were forced out by the heavy expense of maintaining a station, 350 took their places the following year. The value of the great, interested audience listening in began to be realized. Broadcasters included those in the business of selling radio apparatus, advertisers, and religious and educational institutions. The advertisers, naturally, had the most to gain and were the most important class of broadcasters.

The next logical step was dictated by the expense of broadcasting. One advertiser could hardly stand the expense of maintaining a powerful station and engaging the talented entertainers the audience was beginning to demand. It was then that the idea of the broadcaster as a publisher, serving many advertisers, was conceived. The broadcast art was developed to build good will for the advertisers, not through direct advertising but through fine programs.

The problem of overlapping wavelengths comes in for attention, chain programs and short wave length broadcasting are given notice, but these are well known to the casual reader, who will probably want to center attention on Mr. Schubert's comprehensive account of the early history of the "voices from the air."

The sheet-anchor of the Ship of State is the common school. Teach first and last, Americanism. Let no youth leave the school without being thoroughly grounded in the history, the principles and the incalculable blessing of American liberty. Let the boys be the trained soldiers of constitutional freedom, the girls the intelligent lovers of freedom.—Chauncey M. Depew.

Race's Mental Defects

The necessity, for society's sake, of keeping family records of such things as births, deaths, illnesses and mental abilities as accurately as we now keep the far less important records of business or political transactions, was urged by Professor F. E. A. Crew, distinguished biologist of the Uni-

versity of Edinburgh, in a recent health lecture in Glasgow, Scotland. Heredity, which is Professor Crew's specialty, is as important for health, he said, as it is for almost everything else in human character. Methods of modern sanitation cannot accomplish everything; to them must be added the breeding of a healthy race. Unfortunately, when students of heredity begin to examine the relations of that factor to health it is found that adequate family records are usually lacking. Especially is this true, the lecturer said, of mental defects. The theory of heredity makes clear and statistics have confirmed the fact that many individuals apparently normal mentally carry concealed hereditary factors able to produce mental defects in subsequent generations. The practical problem of mental hygiene, Professor Crew believes, is to identify and cure these carriers of invisible defects, or at least not to allow them to transmit their defects to the next generation. A universal habit of complete family histories would make this possible, he believes, more surely than any other procedure now known.

POSSIBILITIES OF RADIO ARE ILLIMITABLE

(Continued from page 127)

not from one group or one viewpoint only but from many groups and many points of view.

"The great things of civilization are not sob songs nor symphony orchestras. They are matters that have to do with employment, with home life, with health, with the standard of living, with great economic and industrial problems that enter into the web and woof of the daily existence of all the people. To serve the public interest radio must pour into the homes of the Nation not only entertainment but something that will help solve the practical problems of everyday life.

"Is it in the public interest, necessity, and convenience that all of the 89 channels for radio broadcasting be given to capital and its friends, and not even one channel to the millions who toil? Will the public interest be served by opening all channels of communication to those who employ and denying any channel of communication to the vast group of employed?"

This was commended by other Senators as the clearest exposition of the question yet submitted.

MACHINE ERA

(Continued from page 123)

advertised all over the country for workers to come to Detroit. This resulted in flooding the city with thousands of jobless men. The Sundays previous to my arrival in Detroit this same company had advertised in the local newspapers for men. Eight hundred men came out, some of them desperately in need of work; they stood around all day; finally twenty were hired. These tactics are excellent means of finding out how many men are out of work in the city. They also warrant the belief that an effort has been made to maintain a surplus of labor by means of advertisements which bring men into the city.

I made it a point to ask the personnel men at the factories where I applied for work this question: "How many men do you interview a day?" I learned that between 1,000 and 3,600 men were being passed through the employment offices daily. Of this fifty, and occasionally 200 might be taken on.—Andrew I. Steiger.

LOCAL UNION OFFICIAL RECEIPTS FROM JANUARY 11, 1929, TO FEBRUARY 10, 1929

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS					
I. O. 4878	5827	93	684229	684235	237	569216	569248	366	634970	634977	553	58331	58336	
Org. Committee, T. C.		94	717219	717227	238	312926	312956	367	94977	95023	556	91452	91462	
Vickers	95625	95	558356	558360	239	394162	394165	368	127225	127247	558	39159	39164	
1	523501	523712	96	908607	908710	240	981797	981808	369	426011	426081	559	52457	52470
1	125081	125090	99	303529	303606	241	15889	15900	372	632901	632924	561	87367	87633
1	447141	447750	100	554723	554738	243	993657	993679	375	369351	369392	564	717861	717872
2	415501	415730	101	574228	574238	245	396341	396400	376	732740	732749	565	978414	978442
3 Series A 4586	4800	102	370218	370369	246	306161	306214	377	210592	210672	567	318984	319055	
" A 4854	9487	103	199876	200258	247	94379	94391	379	693518	693532	568	380363	380506	
" B 1317	1500	104	376616	376730	248	866458	866468	382	979866	979918	569	347816	347920	
" B 1692	1800	105	974211	974247	249	634147	634154	384	724365	724370	569	259691	259710	
" B 1913	2528	106	309236	309291	250	990411	990427	385	727912	727920	570	506062	506081	
" B 2701	3209	107	195437	195474	251	997404	997447	387	725631	725648	573	460348	460368	
" B 3301	3487	109	712461	712475	252	262762	262792	392	98060	98113	575	381838	381865	
" C 137	267	110	445065	445287	254	98516	98538	394	44347	44365	578	425251	425273	
" D 382	950	111	996690	996697	256	435781	435819	396	301745	301799	578	236942	237000	
5	434830	435000	112	696660	696665	257	736123	736138	397	298654	298750	580	642501	642508
5	475501	475730	113	134769	134804	258	688022	688031	400	170001	170200	580	703787	703800
6	218736	218840	114	733565	733566	259	167984	168000	402	432762	432930	581	223376	223450
7	310933	311163	116	338785	338968	259	438001	438106	403	602051	602060	583	556314	556330
10	977206	977230	117	631171	631190	260	969989	969991	405	536255	536277	584	450420	450739
12	500094	500126	119	989548	989559	262	238178	238279	406	597851	597882	585	721075	721087
14	64916	64952	120	224391	224400	263	633256	633305	407	731786	731794	586	700328	700351
15	694978	694993	122	416821	417000	264	698864	698878	408	216717	216750	587	601001	601016
16	729201	729227	122	641251	641260	265	566690	566707	408	531001	531041	588	281604	281690
17	504551	505500	124	533251	533340	266	97413	97419	411	680931	680953	591	712741	712765
17	541501	541850	124	459584	459750	267	679325	679330	413	413616	413693	593	35789	35791
18	449655	450000	125	452136	452250	269	428360	428469	414	644901	644910	594	823985	823997
18	522001	522328	125	455251	455710	270	694031	694036	415	616849	616876	595	502559	502722
20	433646	433747	127	981173	981181	271	276970	277008	416	772949	772957	596	38097	38100
21	634880	634889	129	314311	314319	275	517549	517574	418	352067	352119	596	440251	440260
22	458283	458402	130	361191	361700	276	354102	354116	425	731544	731553	598	685993	686006
26	430501	430672	131	631607	631642	278	410351	410444	426	861068	861080	599	614864	614880
26	320107	320250	133	315830	315842	279	969068	969083	427	625983	626013	601	788951	788973
27	78617	78627	135	991690	991709	280	588802	588823	428	982718	982736	603	51510	51518
28	292762	292801	136	283295	283363	281	219998	220018	429	590168	590203	610	726337	726340
30	594701	594760	137	215561	215566	284	27617	27655	430	989368	989396	611	637771	637795
31	150192	150201	138	967358	967385	285	640901	640903	431	989760	989765	613	372981	373109
32	410393	410400	139	88290	88343	285	719992	720000	432	601701	601735	614	732032	732037
32	596801		140	596150	596216	286	639171	639181	434	729821	729825	617	395432	395514
33	441439	441453	141	154701	154746	288	359487	359524	437	432111	432190	619	412129	
34	418655	418726	145	340664	347045	291	527256	527282	440	123311	123330	622	584584	584589
35	14936	15135	146	988578	988585	292	461081	461130	441	999370	999385	623	995806	995830
36	726818	726845	150	981519	981547	295	992191	992199	442	613670	613687	625	543717	543739
37	315195	315236	151	276159	276382	296	976854	976860	443	687589	687600	627	852318	852335
38	12341	12480	152	994695	994715	297	631822		443	600301	600341	629	160151	160238
39	426751	426890	153	807516	807538	299	968119	968120	444	528027	528055	630	595067	595074
39	301444	301500	154	841649	841665	300	966665	966669	446	520970	520986	631	583556	583570
40	545251	545435	156	635306	635330	301	993974	993979	449	616423	616437	636	230323	230335
40	411686	411750	157	727754	727751	302	997901	997913	450	46147	46149	640	507047	507106
41	375306	375530	159	393938	393976	303	528142	528146	457	759722	759723	642	29562	29583
42	628825	628838	161	594370	594385	305	640553	640560	458	874334	874360	646	820456	820462
43	228728	228750	163	375887	375939	305	306738	306750	461	255262	255289	648	597222	597291
43	366751	367115	164	437343	437549	306	592251	592271	463	65796	65801	649	448621	448656
44	973273	973285	169	719017	719025	307	976604	976620	466	316643	316717	651	711140	711146
45	977462	977472	172	12235	12237	308	5815	5906	468	296183	296185	653	642201	642223
46	359111	359250	173	637094	637101	309	340264	340500	470	692842	692864	654	37047	37128
46	506251	506270	174	878201	878211	310	519751	519779	471	972192	972212	656	971597	971645
47	456702	456710	175	74741	74937	310	295943	296010	474	365536	365650	660	235911	235953
48	343901	344030	177	282551	282552	311	241269	241372	477	503290	503313	661	984544	984562
50	528751	528763	178	397167	397192	312	237466	237510	479	320413	320427	665	342167	342246
50	992676	992700	180	871402	871445	313	590572	590645	480	52153	52160	666	959153	959219
51	630111	630150	181	384895	384975	315	291075	291088	481	465953	466002	669	921315	921327
52	383919	383929	183	595752	595779	316	991951	991970	483	355159	355256	670	175626	175632
53	197785	197841	184	444011	444034	317	223692	223718	488	97454	97500	675	980299	980386
54	876651	876674	185	872145	872180	318	594086	594120	488	238501	238697	677	70055	70080
55	775339	775367	186	707587	707593	319	690739	690743	490	80578	80582	680	712939	712944
56	387024	387108	187	986948	986969	321	735559	735572	492	235126	235218	681	457570	457626
58	390751	391410	188	432296	432303	322	97469	97474	494	525001	525159	683	926296	926330
58	391901	391960	190	998836	998858	323	975116	975160	494	412953	413250	684	479529	479546
58	389734	390000	191	985079	985097	325	591655	591655	497	638819	638821	685	642801	642824
58	389191	389250	192	287487	287516	326	599601	599611	500	41039	41100	686	691123	691136
58	390001	390750	193	638196	638241	328	589920	589957	500	721801	721803	688	18265	18281
58	391501	391900	194	419396	419455	329	996256	996290	503	424515	424589	691	998160	998203
59	421831	421920	195	363426	363514	330	176417	176427	507	868586	868592	694	441751	441785
60	322171	322290	196	254608	254636	332	215065	215126	508	170698	170751	694	305911	306000
62	61207	61251	197	11096	11096	333	279628	279706	509	596460	596468	695	620940	620964
64	427501	427520	200	243110	243190	334	277383	277386	514	519011	519290	696	233911	234000
65	521376	521565	201	723754	723764	335	700684	700727	515	631307	631312	697	518251	518534
66	526501	526587	205	983196	983201	336	53591	53598	516	683620				

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
757	983919	983949	914	72221	72248	1101	341331	341338	5764, 6118, 6137,
759	734547	734553	915	971161	971169	1108	51296	51300	6170, 6228, 6748,
760	603101	603108	916	858438	858444	1118	975703	975722	6800, 6814, 6838,
760	839244	839250	918	592976	592994	1131	994270	994291	6878, 6885, 7135,
762	589513	589528	919	59206	59209	1135	31155	31168	7274, 7369, 7461,
763	988389	988406	929	696250	696264	1141	643401	643402	7625, 8050, 8150,
770	979056	979076	931	862416	862420	1141	991175	991200	8459, 8468, 8631,
771	330465	330469	937	293473	293503	1144	533747	533755	8681, 9044, 9094,
774	939549	939581	948	394719	394766	1147	987874	987900	9403.
784	128774	128803	952	123792	123819	1147	641601	641631	3 Series B—1354, 2387,
787	915950	915959	958	845476	845481	1151	459822	459827	2524, 2926, 3149,
794	422501	422572	963	38386	38401	1154	322707	322725	3194-3196.
798	824439	824453	968	869427	869433	1156	592143	592250	3 Series C—180.
802	870679	870685	969	633935	633945	1156	602751	602756	3 Series D—668, 684,
808	868792	868806	970	702825	702830				705, 718, 734.
809	705882	705899	971	442963	442973				17—541743.
811	967894	967900	972	875443	875456				37—315202.
819	690185	690190	978	325629	325642				39—301487.
828	965599	965642	982	438793	438842				131—631638.
840	245022	245033	987	976227	976240				151—276233.
842	131202	131205	991	684714	684722				153—807528.
849	15232	15239	995	639507	639512				164—437363-364, 368-369.
850	430188	430190	996	60796	60812				175—74765, 782, 791, 869-
854	370584	370600	1002	196931	197009				870.
855	641906	641929	1012	879691	879699				178—397176-177, 184.
857	240464	240473	1024	68960	68992				208—968674-700.
858	617271	617314	1025	972946	972956				217—983476-477.
862	972786	972803	1029	46697	46707				243—993657, 662.
863	636024	636044	1031	591115	591127				245—396341, 361-370.
864	309913	309977	1036	445541	445565				265—666690.
865	280982	281170	1042	364480	364483				278—410364.
868	708106	708108	1045	280047					296—976854.
869	546390	546396	1047	535470	535500				299—968119-120.
870	96529	96569	1047	429751	429776				302—997910.
873	363839	363853	1054	733012	733019				308—5864.
875	36241	36249	1057	104213	104232				309—519752, 765, 340393.
885	984765	984810	1072	730747	730749				317—223695.
886	258925	258944	1086	349709	349732				325—501648.
890	706281	706283	1087	681114	681127				345—681504-505.
892	964381	964398	1091	350368	350385				347—631031, 076.
902	990291	990300	1095	51895	51900				348—308016.
902	543001	543029	1095	599251	599260				369—84739.
907	38830	38835	1097	700829	700834				413—413676.
912	284840	284900	1099	593702	593747				415—616856, 874-875.

MISSING

3—Series A 4853.	
34—418659-660.	
43—366997-367112.	
58—391381-390.	
127—981176-178.	
251—907436.	
305—640551-552.	
321—735558.	
325—591607-611.	
443—600334-337.	
474—365611-640.	
530—999699.	
584—450639-640.	
594—823992-995.	
654—73050-051, 058, 065,	
067, 076, 091-093,	
097, 107-108, 110-	
111, 113-116, 124.	
885—984793-800.	
910—858441.	

VOID

3—Series A 5021, 5102,	
5176, 5196, 5203.	
5204, 5296, 5334,	
5358, 5363, 5616.	

PREVIOUSLY LISTED MISSING—RECEIVED

26—320105.	
70—969706.	
76—417114-116.	
77—324607-750.	
223—163981-164036.	
291—527254.	
366—634961.	
492—235030.	
536—696425.	
586—700318.	
598—685981.	
713—464393-550.	
728—949173.	
1150—97705.	

BLANK

83—517472-480.	
211—286157-160.	
581—223450.	

Member Has Photograph of Scientific Value

Our correspondent, a valued member, Brother J. F. Yocum, has one of the most valuable photographs of forked lightning in existence. He recently saw in our JOURNAL a scientific note to the effect that scientists were seeking pictures of lightning showing the forks pointing upward.

Scientists declare that no photographs of lightning as yet discovered show the tines turned upward.

This JOURNAL has had the following letter from Dr. E. E. Free, a scientific writer and contributor to our columns:

"Replying to your kind letter of February 8, I would say that if your correspondent will send me the photograph in question, I shall be glad to forward it to Professor Simpson. If he prefers, however, he can forward it directly to Dr. G. C. Simpson, 47 Shepherd's Hill, Highgate, London N. 6, England. Or, if you will give me your correspondent's address, I shall be glad to write him and explain anything.

"To forestall possible disappointment, perhaps I should add that there are no funds to pay for photographs of this kind and contributors who supply them will receive no reward except the consciousness of having aided the scientific study of lightning. I shall be quite willing, personally, to pay the cost of the prints themselves or anything of that kind and I am sure that Dr. Simpson will be delighted to receive the photograph."

Rotuma was visited last December by a small, inter-island steamer. Evidently some influenza germs arrived, and stayed. Within seven weeks all of the two thousand or more inhabitants were down with the disease, excepting four European residents and

a handful of the natives. As elsewhere during the present epidemic, the germ proved not very virulent. There were less than forty deaths, although Rotuma probably holds the record for complete illness of a whole population.

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Pacific Island, Lacking Germ Experience, Swept By Influenza

How germs of disease find their happiest hunting grounds among isolated human communities where germs of the same kind have long been absent is demonstrated once more by the experience of the Pacific Island of Rotuma with the influenza epidemic now sweeping the world. Located about five hundred miles from the larger island of Fiji,

METAL

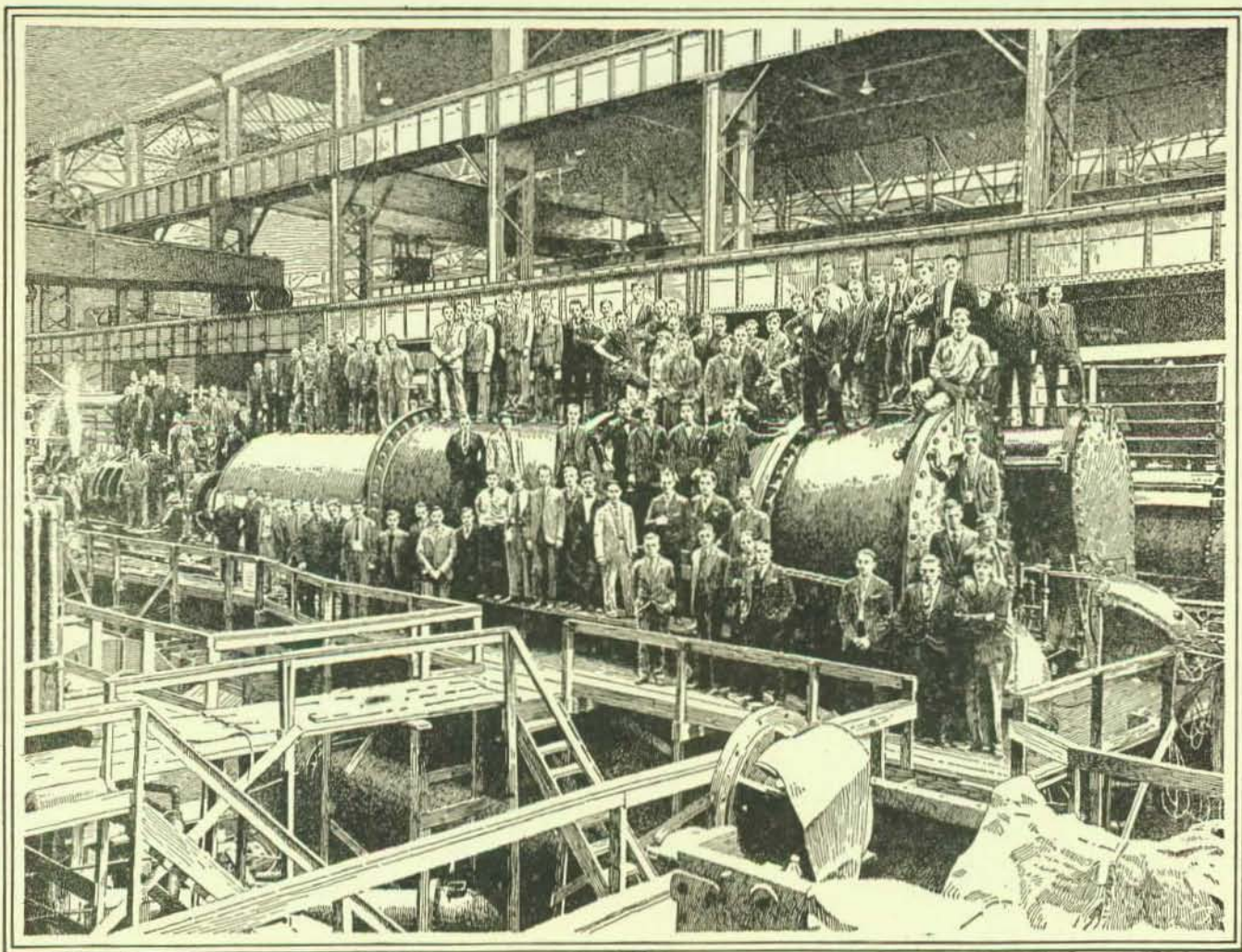


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GENERAL ELECTRIC

WE live to work, a fool once said, and millions of other fools have since repeated it. But why should we live, if labor is all we get out of it? The Church of the Middle Ages was consistent in saying that we live to work and thereby to earn eternal reward in Heaven; but in the modern age, where transcendental religion and social life are kept separate conceptions, we do not live to work and sleep, or earn to work, but we work and sleep and eat to live; life has become the object; it aims to make the best of ourselves as individuals, as members of the family, the community, the nation, and of mankind in general.

—CHARLES P. STEINMETZ,
Noted Engineer of the General Electric Co.

